FORM NLRB-508 (2-08)

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD ARGE AGAINST LABOR ORGANIZATION

NATIONAL LABOR RELATIONS BOARD	- 7
HARGE AGAINST LABOR ORGANIZATION	
OR ITS ACENTS	i i

DO NOT WRITE IN THIS SPACE						
Case	Date Filed					
05-CB-141881	12/01/2014					

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INSTRUCTIONS. File all original with NERB Regional Director for the	e region in which the alleged t	maii iaboi pia	Calce occurre	and of its occounting.
LABOR ORGANIZATION OR IT	S AGENTS AGAINST WHICH			
a. Name International Union Security Police Fire Professionals o International Union SPFPA Local 451	h Union Representative to contact (b) (6), (b) (7)(C)			
c. Address (Street, city, state, and ZIP code) 50 Sinton Road		d Tel No. 757-		e Cell No
Newport News, VA 23601		f. Fax No.		g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) Sectors under the provision are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	d in and is (are) engaging in us on of Sect 9 _ of the Nati Act, or these unfair labor pract	I nfair labor prac onal Labor Re ices are unfair	tices within lations Act, practices at	the meaning of section 8(b).(i) and these unfair labor practices ffecting commerce within the
2. Basis of the Charge (set forth a clear and concise statement of the	ne facts constituting the allege	d unfair labor p	oractices)	
an off the job hit and run that I was falsely accused of a in and my vehicle could not have cause damage to the when my employment was terminated after gray years.	other vehicle. My (b) (6)	, (b) (7)(C)	die	d not file a grievance
Name of Employer  Huntington Ingalls Industries		4a. Tel. No. 757-380-2 c Fax No.	000	b. Cell No
*				
Location of plant involved (street, city, state and ZIP code)			6. Employ	yer representative to contact
4101 Washington Avenue, Newport News, VA 23607			Herman	Jackson
7. Type of establishment (factory, mine, wholesaler, etc.) Designs, builts and manages nuclear powered ships	Identify principal product     Shipbuilding	or service	9. Numbe 39,000	er of workers employed
10. Full name of party filing charge		11a Tel. No		b. Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		(b) (6), (b) (7 c Fax No.	)(C)	.d e-Mail
11 Address of party filing charge (street, city, state and ZIP code.)		-		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)			-	
44		Tel.	No	
$_{\text{By}}^{\text{dec}}(b)$ (6), (b) (7)(C) ements therein are true to	the best of my knowledge and believe (7)(C)  name and title or office, if an		No. (b) (6),	(b) (7)(C) (b) (7)(C)
(b) (6), (b) (7)(C)		e-M	ail (b) (6)	(b) (7)(C)
Address	(date) 11/14	/14	(a) (a)	, (b) (7)(C)
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, SUITE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

January 23, 2015

(b) (6), (b) (7)(C)

Re: International Union Security Police Fire

Professionals of America (SPFPA) International Union SPFPA Local 451 (Huntington Ingalls Industries)

Case 05-CB-141881

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union Security Police Fire Professionals of America (SPFPA) International Union SPFPA Local 451 has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges your (b) (6), (b) (7)(C) violated the Act by forgetting to file a grievance regarding your Employer, Huntington Ingalls Industries, discharging you. The investigation revealed that you were terminated because the Employer received contradicting accounts of the facts and circumstances surrounding an automobile accident. The investigation further revealed that the Union failed to file a timely grievance on your behalf. Although a Union has an obligation under the National Labor Relations Act to represent the employees in the bargaining unit fairly, impartially, and in good faith, "[a] wide range of reasonableness must be allowed a statutory bargaining representative in serving the unit it represents, subject always to complete good faith and honesty of purpose in the exercise of its discretion," Ford Motor Co. v. Huffman, 345 U.S. 330, 338 (1953); Vaca v. Sipes, 386 U.S. 171 (1967). Mere negligent handling of a grievance is insufficient to demonstrate a violation of the Act. In these circumstances, there is insufficient evidence to establish the Union's conduct was motivated by arbitrary, invidious, or irrelevant considerations. Rather, the evidence indicates that the Union negligently failed to timely file a grievance. Therefore, there is insufficient evidence to establish the Union's conduct violated the Act. Accordingly, I am refusing to issue a complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

International Union Security Police Fire Professionals of America (SPFPA) International Union SPFPA Local 451 (Huntington Ingalls Industries) Case 05-CB-141881

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at <a href="https://www.nlrb.gov">www.nlrb.gov</a>, click on E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14<sup>th</sup> Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on February 6, 2015. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than February 5, 2015. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before February 6, 2015**. The request may be filed electronically through the *E-File Documents* link on our website <a href="www.nlrb.gov">www.nlrb.gov</a>, by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after February 6, 2015, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required

Professionals of America (SPFPA) International Union SPFPA Local 451 (Huntington Ingalls Industries) Case 05-CB-141881

by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

1s/ Charles L. Posner

Charles L. Posner Regional Director

Enclosure: Appeal form

(b) (6), (b) (7)(C) cc:

> International Union Security Police Fire Professionals of America (SPFPS) International Union SPFPA 451 50 Sinton Road Newport News, VA 23601-2037

James M. Moore, Esq. Gregory Moore Jeakle and Brooks, PC 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2893

Mr. Jackson Herman Supervisor of Employee Relations **Huntington Ingalls Industries** 4101 Washington Avenue Newport News, VA 23607

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

### APPEAL FORM

To: General Counsel	Date:
Attn: Office of Appeals National Labor Relations Board	
Room 8820, 1099 - 14th Street, N.W.	
Washington, DC 20570-0001	
•	hereby taken to the General Counsel of the National ne Regional Director in refusing to issue a complaint
Case Name(s).	
Case No(s). (If more than one case number	r, include all case numbers in which appeal is taken.)
	(Signature)

FORM NLRB-508

(11-10)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION

	FORM	EXEMPT	UNDER	44 U.S.C. 3512
DO NOT	WRITE IN	THIS SE	PACE	
05-CB-143129	Date Filed	12	/17/20	14

OR ITS AGENTS INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT b. Union Representative to contact The International Union, Security, Police and Fire (b) (6), (b) (7)(C) Professionals of America (SPFPA), Local 287 c Address (street, city, state and ZIP code) d. Tel. No. e. Cell No. (586) 772-7250 25510 Kelly Rd, Roseville, MI 48066 f. Fax No. q. e-Mail h. The above-named organization(s) or its agents has (have) engaged in and is (ere) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (fist subsections) (1)(A)of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the elleged unfair labor practices) (b) (6), (b) (7)(C 2014, and at all times thereafter, the above-named Labor Organization, by its Since on or about officers, agents and representatives, has restrained and coerced the employees of Coastal International Security, Inc., in the exercise of the rights guaranteed by Section 7 of the Act, by failing to represent employee (b) (6), (b) (7)(C) by dropping grievance concerning termination and not taking it to arbitration. 4a. Tel. No. b. Cell No. 3. Name of Employer Coastal International Security, Inc. c. Fax No. d e-Mail 5. Location of plant Involved (street, city, state and ZIP code) 6. Employer representative to contact 6101 Fallard Drive, Upper Marlboro, MD 20770 Gail Heath, Human Resources Representative 7. Type of establishment (factory, mine, wholesaler, etc.) 8. Identify principal product or 9. Number of workers employed Contractor 300 +Security Services 10. Full name of party filling charge 11 a. Tel. No. b. Cell No. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 11 Address of party filing charge (street, city, state and ZIP code) c. Fax No. d. e-Mail (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 12. DECLARATION Tel. No stements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) Cell No. Individual (title or office, if any) (signature of representative or person making charge) Sharonda McClurkin Fax No. (b) (6), (b) (7)(C) e-Mail(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. §151 et seq. The principal use of the information is to assist the National labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

10: (b) (6), (b) (7)(C) BOOD 12/8/2014 CHG.05-CB-XXXXXXX.SPFPA LOCAL 287 COASTAL (b) (6), (b) (7)(C)

Address



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, SUITE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

February 19, 2015

Matthew Clark, Esq. Gregory, Moore, Jeakle and Brooks, PC 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2822

Re: The International Union, Security, Police

and Fire Professionals of America

(SPFPA), Local 287 (Coastal International

Security, Inc.

Case 05-CB-143129

Dear Mr. Clark:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

## 1s/ Charles L. Posner

Charles L. Posner Regional Director

Ms. Gail Heath

cc: (b) (6), (b) (7)(C)

The International Union, Security, Police and Fire Professionals of America (SPFPA), Local 287 25510 Kelly Road Roseville, MI 48066-4932 Human Resources Representative Coastal International Security 6101 Fallard Drive CIS - Human Resources

Upper Marlboro, MD 20772

(b) (6), (b) (7)(C)

FORM EXEMPT UNDER 44 U S C 3512

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE							
Case	05-CB-144152	Date Filed	01/07/2015				

INSTRUCTIONS. File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

INSTRUCTIONS File an original with NLRB Regional Director for the region in which the alleged u	intair labor prac	lice occurred	or is occurring	
1 LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH				
a Name INTERNATIONAL UNION	b Union Repr	esentative to	g <sup>cq</sup> (b) (6), (b) (7)(	C)
SECURITY POLICE AND FIRE	LOCAL	. 747		
SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA	(b) (	6), (	(b) (7)(C	
c Address (Street, city, state, and ZIP code)	d. Tel. No		e Cell No (b) (c) (b) (7)(	27
25510 KELLY ROAD		2-7250	(b) (6), (b) (7)(0	<u> </u>
	f Fax No		(b) (6), (b) (7)	)(C)
7036 VIII.E. 7110 1 9 00	321-305	-5688		
are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practimeaning of the Act and the Postal Reorganization Act * AND ANY OTHERS  2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged)	onal Labor Rela	itions Act, and practices affe	nd these unfair labor practi ecting commerce within the	ces
SEE ATTACKED COMPLAINT	u uman iabor pi	actices		
SEG AN ACCED COMPONIE				}
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				}
3 Name of Employer	4a Tel No.		b Celi No	
FIC SECURITY SERVICES			304-262-901	
FEDERAL DIVISION	c Fax No.	وارره	WALKIRE® FJCSGCURIT)	
, 6062/46 0113161	304-262	-7011	FILSGCURIT)	.com
5. Location of plant involved (street, city, state and ZIP code)  IRS-ECC 250 MURALL DAIVE			r representative to contact	
KEARNEYSVILLE WV 25430	ł	Scot	4 ALKIRE	
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TRS-FEDERAL BUILDING SECURITY SE	or service	9. Number	of workers employed	i
			<u>*</u>	!
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(signature of representative or person making charge)	(b)	(6), (b	) (7)(C)	-
(b) (6), (b) (7)(C)	Fax N	\ //\		
(D)(D),(D)(T)(C)				_
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRIS	SOMMENT /// C	CODE TI	TI E 40 CEOTION 4004	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or hitigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. the NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause

Date: 1 January 2015

To: National Labor Relations Board
Bank of America Center, Tower II
100 South Charles Street, 6<sup>th</sup> Floor

Baltimore, Maryland 21201

From: (b) (6), (b) (7)(C)

RE: Complaint regarding International Union, Security, Police and Fire Professionals of America (SPFPA) Local 449 and FJC Security Services

### Dear NLRB;

Please find enclosed a complaint. This is the result of what I believe to be an illegal job action by both the Union and FJC Security Services on a Federal Contract under the supervision of Federal Protective Services, Department of Homeland Security.

### IMMEDIATE ACTION IS REQUESTED:

I request that the NLRB immediately seek a 10(j) injunction or issue to the Union and FJC Security an order to immediately cease the bidding of Posts, and that no incumbent employees can be removed from a bid out Post under this contract, or if employees have already been removed - return them to a Post of their choice, until an investigation can be conducted and all issues of Seniority; including based on the membership vote, whether Posts should be bid "Site Specific" or "Contract Wide, and if the Company and Union has exceeded its authority under the CBA to bid out previously assigned and currently occupied individual Posts.

I also request an investigation into the violation of equal and protected rights of the employees by the Company and the Union based on the issues raised below and any other issues or violations the NLRB might encounter as a result of the investigation.

- > At issue are denial of Membership in the Bargaining Unit and violation of equal rights.
- ➤ The Union and Company from 15 July 2014 to 30 October 2014 failed to properly designate which employees are in a covered or uncovered position for Seniority purposes resulting in a loss of pay and years of lost Seniority for certain Officers.
- > The Company provided misinformation for months, as who was covered by the Union and which Officers / Supervisors were in non-Union Supervisor / Management positions.
- > The Union and Company misclassified employees as "Supervisor / Management" when their duties do not rise the NLRB definition criteria.
- > The Company and Union allowed acting Supervisors to exceed their authority under the NLRB definition of a Supervisor, but yet remain in a Union covered position.
- ➤ The Union and Company improperly conspired to demote and reduce the pay of the Supervisors to keep them in the Union so they can pay Union dues.
- ➤ The Company and Union allowed Posts to be filled by directed assignment (contrary to Section 12.3 of the CBA) without objection until December 2014 and then decided to retroactively bid out only certain Posts that were already occupied, without bidding out <a href="#ALL">ALL</a> Posts filled since the CBA went into effect on 15 July 2014.
- ➤ The Company and Union have exceeded their authority under Section 12.3 of the CBA by bidding out "occupied" Posts when the CBA restricts the bidding to "vacant" Posts.
- The Company and Union have allowed certain Officers and Posts to be filled by Directed Assignment while arbitrarily requiring the removal of certain Officers (former Supervisors) and bidding of their Posts in retaliation for either Union or Management activities and duties or both.
- ➤ The Company and Union have refused to abide by Section 12.7 of the CBA by changing my Seniority date, which I consider to be an illegal adverse action. This action, under Section 1.3 of the CBA changed my classification as an employee with 5 years of service and Union protection, to that of an "at will probationary employee" without Union protection.

- The above action and conflicting language in the CBA was grieved through the Union (Grievance #(b) (6), (b) (7)(C)

  The Company granted my requested relief, but the Union has refused to implement the requested relief. The grievance procedure as a result was circumvented and "hijacked" by the International without recourse or due process.
- > The Union has not conducted fair voting when it comes to modifying the CBA, and has released conflicting results of the membership vote regarding the procedure of bidding on posts.
- ➤ The Union has failed to properly distribute finalized amendments to the CBA, designate Shop Stewards at all sites, conduct regular meetings, and properly give notice of meetings and changes within the Union to all members.
- > The Company and Union have failed to properly Post NLRB employee rights, FLSA rights, and Union notices, bid information etc., at a location accessible to all covered employees.

What I am asking, is for the NLRB to conduct an investigation into the allegations, and if these job actions are illegal or improper, to make the employees whole in every way.

I cannot describe the working conditions under this contract any better than the citation below:

29 U.S.C. 401 Section 2 (b)

The Congress further finds, from recent investigations in the labor and management fields, that there have been a number of instances of breach of trust, corruption, disregard of the rights of individual employees, and other failures to observe high standards of responsibility and ethical conduct which require further and supplementary legislation that will afford necessary protection of the rights and interests of employees and the public generally as they relate to the activities of labor organizations, employers, labor relations consultants, and their officers and representatives.

I appreciate your consideration of this matter.

Sincerely,

### CONTACT INFORMATION

Complainant:

Union:

International Union, Security, Police and Fire Professionals of America

(SPFPA) Local 449 25510 Kelly Road

Roseville, Michigan 48066

586-772-7250 800-228-7492

Contractor

Company: FJC Security Services Inc.

275 Jericho Turnpike

Floral Park, New York 11001

513-328-6000

Regional Office

5550 Winchester Avenue, Suite 8 Martinsburg, West Virginia 25404

304-262-9010

Contract:

HSHQE3-13-D-00001

Department of Homeland Security

Federal Protective Services

Work Site:

Internal Revenue Service

Enterprise Computing Center

250 Murall Drive

Kearneysville. West Virginia 25430

304-264-7144



**REGION 5** BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, SUITE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

March 30, 2015

Gordon Gregory, Esq. Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2822

> Re: International Union, Security, Police and

> > Fire Professionals of America (SPFPA) Local 449 and (FJC Security Services

Federal Division) Case 05-CB-144152

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above

Very truly yours,

## 1s/ Charles L. Posner

Charles L. Posner

Regional Director

Clifford Ingber, Esq. Ingber Law Firm, PLLC 6 Stallion Trail Greenwich, CT 06831-3040

matter.

cc:

International Union Security Police and Fire Professionals of America Local 2012 25510 Kelly Road Roseville, MI 48066

(b) (6), (b) (7)(C)

Mr. Scott Alkire FJC Security Services Federal Division, IRS-ECC 250 Murall Drive Kearneysville, WV 25430-5200

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS  INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  International Union, Security, Police and Fire Professionals of America  2. Address  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  International Union, Security, Police and Fire Professionals of America  2. Address  3. Name of Employer Paragon Systems, Inc.  3. International Union, Security, Police and Fire Professionals of America  4. Tel. No.  (b) (b) (c) (c) (c) (c)  1. Fax No.  (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d	UNITED STATES OF AMERICA DO NOT WRITE IN THIS SPACE					IIS SPACE		
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  a. Name  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  America  2. Address  7. Address  7. East Cherry Street Rahway, NJ 07065  1. Fax No.  9. e. Cell No.  10. Fax No.  9. e. Cell No.  10. Fax No.  10. Fax No.  9. e. Cell No.  10. Fax No.  11. Fax No.  1	NATIONAL LABOR RELATIONS BOARD		Case					
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  2. Look of the Charge (and the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices within the meaning of section (1)(A) of the National Labor Relations Act, and these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices within the meaning of section (1)(A) of the National Labor Relation Act, and these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices within the meaning of section (1)(A) of the National Labor Relation Act.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices within the meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices within the meaning of the Act and the Postal Reorganization Act.  3. Name of Employer Parageous Systems, Inc.  4. Tel. No.  4. Tel. No.  5. Location of Plant involved (street, city, stale, and ZIP code)  (b) (6), (b) (7)(C)  (c) (6), (b) (7)(C)  (d) (		ON	05-CB-144253			.53	01/12/2015	
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGEE IS BROUGHT  International Union, Security, Police and Fire Professionals of America  2. Address  7. TEast Cherry Street Rahway, NJ 07085  8. Tel. No.  1. The above-named labor organization or its agents have engaged in and are engaging in unfalr labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2. Bass of the Charge (set forth a clear and concises affecting commerce within the meaning of the Act and the Postal Reorganization Act.  3. Since about 10.60.00.70.00 20.14, the above-named labor organization has restrained and coerced employees by reflusing to process the grievance of (b) (6), (b) (7)(C)  3. Name of Employer  Paragon Systems, inc.  4a. Tel. No.  (571) 321-0927  4c. Fax No.  4b. Cell No.  (571) 321-0927  4c. Fax No.  5. Location of Plant involved (street, city, state, and ZIP code)  St. Elizabeth DHS Complex  2701 Martin Luther King Avenue SE  Washington, DC 20032  7. Type of Establishment (factory, mine, wholesaler)  Contracted security services  8. Principal product or service  Security and protective  Security and protective  Security and protective  11. Address of party filing charge (street, city, state, and ZIP code)  (b) (6), (b) (7)(C)  11. Fax No.  11. Address of party filing charge (street, city, state, and ZIP code)  (c) (6), (b) (7)(C)  11. Gell No.  (b) (6), (b) (7)(C)  11. Gell No.  (c) (6), (b) (7)(C)  (c) (a), (b) (7)(C)  (c) (c), (c), (d), (d), (d), (d), (d), (d), (d), (d	INSTRUCTIONS: File an original of this charge with	the NLRB	Regional Di	rector of the re	egion in w	hich the a	alleged unfair labor practice	
a. Name International Union, Security, Police and Fire Professionals of America  c. Address  71 East Cherry Street Rahway, NJ 07065  h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the elleged unfair labor practices)  Since about (b)(6)(0)(7)(C) 2014, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7)(C) regarding discharge, for arbitrary or discriminatory reasons or in bad faith.  3. Name of Employer Paragon Systems, inc.  4a. Tel. No.  5. Location of Plant involved (street, city, state, and ZIP code) St. Elizabeth DHS Complex Complex Complex Complex Contracted security services  8. Principal product or service Security and protective Secur			051170 101			- Canalian		
International Union, Security, Police and Fire Professionals of America c. Address 71 East Cherry Street Rahway, NJ 07085 h. The above-named labor organization or its agents have engaged in and are engaging in unifair labor practices affecting commerce within the meaning of the Act or are unfair izon practices affecting commerce within the meaning of the Act and the Postal Renganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  Since about (100, 100, 1700) 2014, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (10, 16), (10, 17), (10) and international process and faith.  3. Name of Employer Paragon Systems, Inc.  4a. Tel. No.  (571) 321-0927 4c. Fax No.  4b. Cell No.  4c. Fax No.  4c. Fax No.  4d. e-Mail		NORTISA	GENTS AGA					
International Union, Security, Police and Fire Professionals of America  a. Address:  d. Tel. No. (p)(6)(0)(7)(C) (p)(6)(0)(0)(0)(0)(0)(0)(0)(0)(0)(0)(0)(0)(0)	a. Haile					e to conta		
71 East Cherry Street Rahway, NJ 07085  1. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section (b), subsection (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the elleged unfair labor practices)  Since about (b) (c), (c) (7) (c) 2014, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7) (c) (c) (c) (d) (d) (e) (e) (e) (e) (e) (e) (e) (e) (e) (e	[ · . · · · · · · · · · · · · · · · · ·	Profession	onals of	(2) (2), (2) (	,			
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  Since about (1)(a)(b)(b)(7)(C)(C)(C)(C)(C)(C)(C)(C)(C)(C)(C)(C)(C)	c. Address			d. Tel. No.		e. Cell N	No.	
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  Since about (1)(A) (1)(C) (2) (2) (2) (4), the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (1)(B) (1)(C) (1)(C	71 East Cherry Street			(b) (6), (b) (	7)(C)			
8(b), subsection (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  Since about (b)(6)(0)(7)(2) 2014, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7)(C) , regarding discharge, for arbitrary or discriminatory reasons or in bad faith.  3. Name of Employer Paragon Systems, Inc.  4a. Tel. No. (571) 321-0927	Rahway, NJ 07065			f. Fax	k No.	g. e-Ma	il	
employees by refusing to process the grievance of (b) (6), (b) (7)(C)  arbitrary or discriminatory reasons or in bad faith.  3. Name of Employer Paragon Systems, Inc.  4a. Tel. No. (571) 321-0927 4c. Fax No.  4d. e-Mail  5. Location of Plant involved (street, city, state, and ZIP code) St. Elizabeth DHS Complex 2701 Martin Luther King Avenue SE Washington, DC 20032 7. Type of Establishment (factory, mine, wholesaler) Contracted security services  9. Number of Workers employed About 200  10. Full name of party filing charge (b) (6), (b) (7)(C)  11a. Tel. No. (b) (6), (b) (7)(C)  11b. Cell No. (b) (6), (b) (7)(C)  11c. Fax No. 11d e-Mail (b) (6), (b) (7)(C)  11d. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)  12. DECLARATION  L declare that L have read the above charge and that the statements therein are true to the best of my knowledge and belief.  Tel No. (b) (6), (b) (7)(C)  11c. Fax No. (c) (6), (b) (7)(C) (d) (d), (d), (7)(C) (d) (d), (d), (7)(C) (d) (d), (d), (7)(C) (e) (d), (d), (7)(C) (e) (d), (d), (7)(C) (f), (f), (f), (f), (f), (f), (f), (f),	8(b), subsection (1)(A) of the National Labor Relation meaning of the Act, or are unfair practices affecting or	8(b), subsection (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.						
Paragon Systems, Inc.  (571) 321-0927 4c. Fax No.  5. Location of Plant involved (street, city, state, and ZIP code)  St. Elizabeth DHS Complex 2701 Martin Luther King Avenue SE  Washington, DC 20032 7. Type of Establishment (factory, mine, wholesaler) Contracted security services  10. Full name of party filing charge (b) (6), (b) (7)(C)  11a. Tel. No. (b) (6), (b) (7)(C)  11c. Fax No.  11d. e-Mail (b) (6), (b) (7)(C)  11d. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)  12. DECLARATION  13. Tel. No. (b) (6), (b) (7)(C) (c) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d	employees by refusing to process the	grievan	ce of (b)					
Paragon Systems, Inc.  (571) 321-0927 4c. Fax No.  5. Location of Plant involved (street, city, state, and ZIP code)  St. Elizabeth DHS Complex 2701 Martin Luther King Avenue SE  Washington, DC 20032 7. Type of Establishment (factory, mine, wholesaler) Contracted security services  10. Full name of party filing charge (b) (6), (b) (7)(C)  11a. Tel. No. (b) (6), (b) (7)(C)  11c. Fax No.  11d. e-Mail (b) (6), (b) (7)(C)  11d. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)  12. DECLARATION  13. Tel. No. (b) (6), (b) (7)(C)  14. Tel. No. (c) (b) (6), (b) (7)(C) (d)	Name of Employer			4a. Tel. No.		4b. Cell	No.	
5. Location of Plant involved (street, city, state, and ZIP code)  St. Elizabeth DHS Complex  2701 Martin Luther King Avenue SE  Washington, DC 20032  7. Type of Establishment (factory, mine, wholesaler) Contracted security services  10. Full name of party filing charge (b) (6), (b) (7)(C)  11a. Tel. No.  11b. Cell No.  (b) (6), (b) (7)(C)  11c. Fax No.  11de-Mail (b) (6), (b) (7)(C)  11de-Mail (b) (6), (b) (7)(C)  12. DECLARATION  I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  Tel No. (b) (6), (b) (7)(C)  11de-No. (c) (b) (6), (b) (7)(C)  12. DECLARATION  I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  Tel No. (b) (6), (b) (7)(C)  Individual  (c) (6), (b) (7)(C)  Cell No.  (b) (6), (b) (7)(C)  Cell No.  Address:  Date:  9. Number of Workers employed About 200  9. Number of Workers employed About 200  11b. Cell No.  11b. Cell No.  11b. Cell No.  (b) (6), (b) (7)(C)  Tel No. (b) (6), (b) (7)(C)  Cell No.  Print/type name and title or office, if Fax No.  Address:  Date:  9. Number of Workers employed About 200  11b. Cell No.  11b. Cell No.  11b. Cell No.  11b. Cell No.  (b) (6), (b) (7)(C)  Cell No.				(571) 321-	0927			
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St. Elizabeth DHS Complex 2701 Martin Luther King Avenue SE Washington, DC 20032  7. Type of Establishment (factory, mine, wholesaler) Contracted security services  10. Full name of party filing charge (b) (6), (b) (7)(C)  11a. Tel. No. (b) (6), (b) (7)(C)  11c. Fax No.  11d e-Mail (b) (6), (b) (7)(C)  11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)  12. DECLARATION  13. DECLARATION  14. Declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  Tel No. (b) (6), (b) (7)(C)  Tel No. (b) (6), (b) (7)(C)  Individual  (signature of representative or person making charge  Print/type name and title or office, if Fax No. Address:  Date:  15. DECLARATION  16. Cell No. (b) (6), (b) (7)(C) (cell No.	5. Location of Plant involved (street city state and 7IP.	code)		6 Employer r	enresentat	tive to con	tact	
2701 Martin Luther King Avenue SE  Washington, DC 20032  7. Type of Establishment (factory, mine, wholesaler) Contracted security services  10. Full name of party filing charge (b) (6), (b) (7)(C)  11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)  12. DECLARATION  13. DECLARATION  14. Declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  (b) (6), (b) (7)(C)  12. DECLARATION  13. DECLARATION  14. Declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  (b) (6), (b) (7)(C)  (c) (b) (6), (b) (7)(C)  (b) (6), (b) (7)(C)  (c) (c) (d) (d), (d) (7)(C)  (d) (d) (d), (d) (7)(C)  (e) (d) (d), (d) (7)(C)  (f) (d) (d), (d) (7)(C)  (f)		code)				ive to com	lact	
Washington, DC 20032 7. Type of Establishment (factory, mine, wholesaler) Contracted security services  8. Principal product or service Security and protective Services  11a. Tel. No. (b) (6), (b) (7)(c)  11c. Fax No.  11d e-Mail (b) (6), (b) (7)(c)  11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(c)  12. DECLARATION  13. DECLARATION  14. Declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  (b) (6), (b) (7)(c)  15e. (c) (6), (b) (7)(c) (d) (e), (b) (7)(c) (e), (e), (f), (f), (f), (f), (f), (f), (f), (f	St. Elizabeth DHS Complex		Laura Hag	an				
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Contracted security services  Security and protective services  10. Full name of party filing charge (b) (6), (b) (7)(C)  11a. Tel. No. (b) (6), (b) (7)(C)  11c. Fax No. (b) (6), (b) (7)(C)  11d. Address of party filing charge (street, city, state, and ZIP code)  (b) (6), (b) (7)(C)  12. DECLARATION  I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  Tel No. (b) (6), (b) (7)(C)  Tel No. (b) (6), (b) (7)(C)  Individual (cignature of representative or person making charge (city and protective services)  Print/type name and title or office, if Fax No.  Address:  Date: e-Mail (city (city and protective services)  Date: e-Mail (city (city and protective services)  12b. Cell No. (city and protective services)  12b. Cell No. (city and protective services)  12c. DECLARATION  12c. DECLARATION  12c. DECLARATION  12d. DECLARATION  15d. Cell No. (city and protective services)  15d. Cell No. (city and protective services)  16d. Cell No. (city and protective services)  17d. Cell No. (city and protective services)  18d. Cell No. (city and protective services)  19d. Cell No. (city and protective	7. Type of Establishment (factory, mine, wholesaler)	8. Princi	pal product o	r service	9. Num	ber of Wo	rkers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)  11a. Tel. No. (b) (6), (b) (7)(C)  11c. Fax No.  11d e-Mail (b) (6), (b) (7)(C)  11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)  12. DECLARATION  14. DECLARATION  15. DECLARATION  16. (b) (6), (b) (7)(C)  17. DECLARATION  18. Tel. No. (b) (6), (b) (7)(C) (c) Individual  19. Cell No. (b) (6), (b) (7)(C) (c) Individual  19. Cell No. (b) (6), (b) (7)(C) (c) Individual  10. Cell No.  11b. Cell No.  11d e-Mail (b) (6), (b) (7)(C) (c) Individual  11a. Tel. No. (b) (6), (b) (7)(C) (c) Individual  11b. Cell No.  11d e-Mail (b) (6), (b) (7)(C) (c) Individual  11b. Cell No.  11d e-Mail (b) (6), (b) (7)(C) (c) Individual  11d e-Mail (d) (e) (e) (e) (e) (e) (e) (e) (e) (e) (e	•••	Securit	y and prot		1			
(b) (6), (b) (7)(C)  11c. Fax No.  11d e-Mail (b) (6), (b) (7)(C)  11c. Fax No.  11d e-Mail (b) (6), (b) (7)(C)  11d e-Mail (b) (6), (b) (7)(C)  12. DECLARATION  13declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  (b) (6), (b) (7)(C)  (c) Tel No. (b) (6), (b) (7)(C) (c) Individual  (signature of representative or person making charge  Print/type name and title or office, if any)  Date:  (b) (6), (b) (7)(C)  Cell No.  Date:  Pax No.	10. Full name of party filing charge	00.7.00	<u> </u>	11a. Tel. No.		11b.	Cell No.	
11c. Fax No.  11d e-Mail (b) (6), (b) (7)(C)  12. DECLARATION  1 declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  (b) (6), (b) (7)(C)  (c) (b) (6), (b) (7)(C)  (d) (e) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f					7)(C)			
(b) (6), (b) (7)(C)  11. Address of party filing charge (street, city, state, and ZIP code)  (b) (6), (b) (7)(C)  12. DECLARATION  13. DECLARATION  14. DECLARATION  15. DECLARATION  16. DECLARATION  17. DECLARATION  (b) (6), (b) (7)(C)  (c) DECLARATION  (d) (6), (b) (7)(C)  (e) DECLARATION  (b) (6), (b) (7)(C)  (c) DECLARATION  (d) (6), (b) (7)(C)  (e) DECLARATION  (b) (6), (b) (7)(C)  (c) DECLARATION  (d) (6), (b) (7)(C)  (e) DECLARATION  (b) (6), (b) (7)(C)  (c) DECLARATION  (d) (6), (b) (7)(C)  (e) DECLARATION  (b) (6), (b) (7)(C)  (c) DECLARATION  (d) DECLARATION  (e) DECLARATION  (b) (6), (b) (7)(C)  (c) DECLARATION  (d) DECLARATION  (e) DECLARATION  (b) (6), (b) (7)(C)  (c) DECLARATION  (d) DECLARATION  (e) DECLARATION  (b) (6), (b) (7)(C)  (c) DECLARATION  (d) DECLARATION  (e) DECLARATION  (b) (6), (b) (7)(C)  (c) DECLARATION  (d) DECLARATION  (e) DECLARATION  (b) (6), (b) (7)(C)  (c) DECLARATION  (d) DECLARATION  (e) DECLARATION  (b) (6), (b) (7)(C)  (c) DECLARATION  (d) DECLARATION  (e) DECLARATION  (b) (6), (b) (7)(C)  (c) DECLARATION  (d) DECLARATION  (e)				44- 5- 11-		114	o Moil	
11. Address of party filing charge (street, city, state, and ZIP code)  (b) (6), (b) (7)(C)  12. DECLARATION  I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  (b) (6), (b) (7)(C)  (c) (b) (6), (b) (7)(C)  Individual  (signature of representative or person making charge  Address:  Date:  e-Mail  (b) (6), (b) (7)(C)  Call No.  Print/type name and title or office, if any)				TIC. Fax No.				
Comparison of the person making charge   Comparison of the person of the person making charge   Comparison of the person of the pe		ZIP code)						
(b) (6), (b) (7)(C) (signature of representative or person making charge  Address:  (b) (6), (b) (7)(C) individual  (b) (6), (b) (7)(C) Cell No.  Fax No.  Print/type name and title or office, if any)  Date:  (b) (6), (b) (7)(C) Cell No.  Fax No.		12.	DECLARAT	ION				
(b) (6), (b) (7)(C) (signature of representative or person making charge  Address:  (b) (6), (b) (7)(C) individual  (b) (6), (b) (7)(C) Cell No.  Fax No.  Print/type name and title or office, if any)  Date:  (b) (6), (b) (7)(C) Cell No.  Fax No.	I declare that I have read the above charge and	d that the	statements	therein are tru	e to the b	est of my	knowledge and belief	
Individual   Cell No.	(b) (6) (b) (7)(0)	- true trie	- Jacon Gille	un ale tiu	o to ale b			
(signature of representative or person making charge Print/type name and title or office, if any)  Address:  Date:  e-Mail	(D) $(D)$ , $(D)$ $(T)$			(7)(C)	an			
Address:  Date:  e-Mail  (b) (6) (7)(0)	(signature of representative or person making charge			me and title or	office, if			
(b) (6) (b) (7)(C)			. **					
	Address: (b) (6), (b) (7)(C)			Date:				

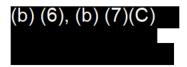
## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

March 13, 2015



Re: International Union, Security, Police and

Fire Professionals of America (Paragon

Systems, Inc.)

Case 05-CB-144253

### Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at <a href="https://www.nlrb.gov">www.nlrb.gov</a>, click on E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14<sup>th</sup> Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on March 27, 2015. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than March 26, 2015. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Systems, Inc.)

Case 05-CB-144253

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before March 27, 2015**. The request may be filed electronically through the *E-File Documents* link on our website <a href="www.nlrb.gov">www.nlrb.gov</a>, by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after March 27, 2015, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

- 2 -

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

### 1s/ Charles L. Posner

Charles L. Posner Regional Director

Enclosure: Appeal form

cc: (b) (6), (b) (7)(C)

International Union, Security, Police and Fire Professionals of America 71 East Cherry Street Rahway, NJ 07065

Gordon A. Gregory, Esq. Michael J. Akins, Esq. Gregory Moore Jeakle and Brooks PC 65 Cadillac Square, Suite 3727 Detroit, MI 48226 Laura M. Hagen, Esq. Paragon Systems, Inc. 13655 Dulles Technology Drive Suite 100 Herndon, VA 20171-4634

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

### APPEAL FORM

10: General Counsel	Date:
Attn: Office of Appeals	
National Labor Relations Board	
Room 8820, 1099 - 14th Street, N.W.	
Washington, DC 20570-0001	
	ereby taken to the General Counsel of the National Regional Director in refusing to issue a complaint
Case Name(s).	
Case No(s). (If more than one case number, i	include all case numbers in which appeal is taken.)
	(Signature)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE				S SPACE	
NATIONAL LABOR RELATIONS BOARD		Case					Date filed
CHARGE AGAINST LABOR ORGANIZATIO	N	05 0	D 1	44272			01/12/2015
OR ITS AGENTS INSTRUCTIONS: File an original of this charge with the	ho NI DB E				n in which		
occurred or is occurring.	HE HEILE	tegional bil	CCLO	or the regio		. uic a	leged unian rabor practice
1. LABOR ORGANIZATION	N OR ITS A	GENTS AGA					
a. Name				Jnion Repres	entative to	Contac	*
International Union, Security, Police, Fire Pro	tessiona	ls of	Glo	ria Scott			
America (SPFPA), Local 355							
c. Address				el. No.	e.Cel	l No.	
25510 Kelly Rd.		[	586	5-772-7250			
Roseville, MI 48066-4994				ax No. 5-772-9644	g. e-	Mail	
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)							
Since on or about the past six months, the						-	
•				_			
employees by negotiating and entering int			_			atn the	e Employer Without
allowing employees to vote on or give inp	ut on the	e terms o	f the	agreeme	nt.		
Name of Employer			12	Tel. No.	4b. Ce	all No	
Paragon Systems, Inc.			703-263-7176 4d. e-Mail				
i magon systems, nic.		İ	4c. Fax No.				
			703-263-9527				
5. Location of Plant involved (street, city, state, and ZIP code)			6. E	mployer repre	sentative	to conta	act
14160 Newbrook Dr., Ste 210			Leslie Kaciban, Jr.				
Chantilly, VA 20151							
7. Type of Establishment (factory, mine, viholesaler)	8. Princip	oal product o	or service 9. Number of		r of Wor	kers employed	
Government contractor	Securit	y guard s			17		
10 Full name of party filing charge (b) (6), (b) (7)(C)			11a. Tel. No.			Cell No. ), (b) (7)(C)	
		Ì			11d €		
11. Address of party filing charge (street, city, state, and )	ZIP code)					1	
(b) (6), (b) (7)(C)	<b>,</b>						
	12.	DECLARATI	ION				
i declare that I have read the above charge a	nd that the	statements !	there	n are true to	the best of	my kno	owledge and belief.
(b) (6), (b) (7)(C)						Tel No	
		<b>.</b>	_			Cell N	,  O
-	An Individ						), (b) (7)(C)
Michael McMorris		Print/type na any)	me a	nd title or offic	ce, if	Fax N	lo.
Address:				Date:		e-Mai	
(b) (6), (b) (7)(C)						(b) (6	6), (b) (7)(C)
						L	

## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

JAN-11-2015 15:23 96% P.01



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, SUITE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

January 28, 2015

Ms. Gloria Scott International Union, Security, Police, Fire Professionals of America (SPFPA) Local 355 25510 Kelly Road Roseville, MI 48066-4994

Re: International Union, Security, Police, Fire

Professionals of America (SPFPA), Local

355 (Paragon Systems, Inc.)

Case 05-CB-144272

Dear Ms. Scott:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1s/ Charles L. Posner

Charles L. Posner Regional Director

cc:

(b) (6), (b) (7)(C)

Mr. Leslie Kaciban, Jr. Paragon Systems, Inc. 14160 Newbrook Drive, Suite 210 Chantilly, VA 20151-2298

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD	C	Case Date filed			Date filed
CHARGE AGAINST LABOR ORGANIZATION	l		05-CB-14	44836	01/21/2015
OR ITS AGENTS	:		05 05 1		
INSTRUCTIONS: File an original of this charge with the	e NLRB Regio	nal Di	rector of the region in	which the	alleged unfair labor practice
occurred or is occurring.			-		-
1. LABOR ORGANIZATION	OR ITS AGENT	rs aga			
a. Name			b Union Representa	tive to Cont	act
International Union, Security, Police and Fire	Profession	ıais			
of America (SPFPA) and its Local 287			(b) (6), (b) (7)(C)		
c. Address			d. Tel. No.	e. Cell No.	
<i>'</i>			(586)772-7250	(b) (6), (b)	(7)(C)
25510 Kelly Road			f Fax No.	g e-Mail	
Roseville, MI 48066			(586)772-9644	(b) (6), (l	o) (7)(C)
110364116, 1411 40000			` ´	( ) ( ) ) (	
h. The above-named labor organization or its agents have					
8(b), subsection(s) (1)(A) of the National Labor Relation					
the meaning of the Act, or are unfair practices affecting  2. Basis of the Charge (set forth a clear and concise state)					
2. Dasis of the Charge (set forth a clear and concise state)	ment of the rac	na Coria	adding the alleged drift	ali labbi pia	(caces)
					~
Since about (b) (6), (b) (7)(C) 2015, and at all tim					
agents and representatives, restrained and	coerced the	e emp	oloyees of Coastal	Internation	onal Security, Inc. in the
exercise of the rights guaranteed in Section	7 of the Ad	ct. bv	refusina to continu	ie process	sing the grievance of
(b) (6), (b) (7)(C) regarding (b)(6) one-day suspension					
regarding the day suspension	on to around	a, y 0,	alcommutatory rea	30113 01 11	bad faith.
Name of Employer			4a. Tel. No.	4b. Cell N	ło. ,
Coastal International Security, Inc			(703)339-0233	(202)48	2-6054
			4c. Fax No.	4d. e-Mai	1
			(703)339-7951		
5. Location of Plant involved (street, city, state, and ZIP co	ada)		Employer represer	tativo to co	ntoat
,	oue)			itative to co	mact
6101 Fallard Drive,			Steven Butler,		
Upper Marlboro, MD 20772-3878			Program Manage	er <sup>.</sup>	
7. Type of Establishment (factory, mine, wholesaler)	8. Principal p	product	or service	19	Number of Workers employed
	. ,				,
Government contractor	Security se	ervice		90	
10 Full name of party filing charge			11a. Tel. No		. Cell No.
					(6), (b) (7)(C)
(b) (6), (b) (7)(C) An Individual			11c. Fax No.		e-Mail
				(b)	(6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZI	P code)				, ~
(b) (6), (b) (7)(C)					
	12. DECL	LARAT	ION		
1 4 - 4 4 - 1 1 1					
I declare that I have read the above charge and	that the state	ments	therein are true to the		
$_{\text{By:}}$ (b) (6), (b) (7)(C)				rei	No.
ву:					
	(b) (6), (t	b) (7)(C)	An Individual		
(sig	Print/ty	pe nan	ne and title or office, if		l No
				(b)	(6), (b) (7)(C)
Address:			Date:		No.
(b) (6), (b) (7)(C)					
			1-16-20	515   <u>e-M</u>	
				(b)	(6), (b) (7)(C)

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT
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Region 5 Bank of America Center, Tower II 100 S. Charles Street, Suite 600 Baltimore, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

April 10, 2015

(b) (6), (b) (7)(C)

International Union, Security, Police and Fire Professionals of America (SPFPA) and its Local 287 25510 Kelly Road Roseville, MI 48066

Re: International Union, Security, Police and

Fire Professionals of America

Case 05-CB-144836

Dear (b) (6), (b) (7)(C)

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1st Charles L. Posner

Charles L. Posner Regional Director

cc:

(b) (6), (b) (7)(C)

Mr. Steven Butler Coastal International Security, Inc. 6101 Fallard Drive Upper Marlboro, MD 20771

FORM EXEMPT UNDER 44 U.S C 3517

INTERNET FORM NLRB-500 (2-08)

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION

Case Date Filed 01/28/2015

OS-CP -145352

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

TBEW UNION HALL

C Address (Street, city state, and ZIP code)

C Address (Street, city state, and ZIP code)

C Tel. No.

410-646-3120 443-827-6873

BALTIMORE, MARY AND 21230

410-646-5033 9555tt 1086 Partleto

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

VI O (ATO N) OF the PRECESTR Contractor CO (Secture barga in in of Agreement between the united 4010 NOF Secure ty Europe horal horal (Md. 21207)

Agril 157 2014 to March 31, 2017. The membership charges hard the contract the increase to entorce the membership charges hard the factor between Contract the fresh and the factor to entorce the formal present take appropriate achieve from February 2011 to present Constitutes failure to represent the membership under the africant formation in the africant formation from February 2011 to present Constitutes failure to represent the membership under the africant formation of the Acotion (Ib.) 2

Attack technically (Contract Reduced Article 16 section (Ib.) 2

Attack technically (A. 5 and section (Ib.) 6 5 AFFFF (OCA) 555

Contract technically (A. 5 and section (Ib.) 6 5 AFFFF (OCA) 555

Contract on a Byrnam (Ib.) 3, 16-5 and section (Ib.) 6 5 AFFFF (OCA) 555

Contract on a Byrnam (Ib.) 6 Section (Ib.) 6 Coll No. 10-965-1975 (Ib. 966-0388)

Chris Methote INUN Homenited in 1-511-223-4500 mchak Dyumine ich

5. Location of plant involved (street, city, state and ZIP code)

5. Location of plant involved (street, city, state and ZIP code)

6401 Security BIVD.

6. Employer representative to contact

BAITIMORE, MARY IAND 21207

7. Type of establishment (factory, mine, wholesaler, etc.)

8. Ident

Identify principal product or service

9. Number of workers employed

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C

11. Address of party filing charge (street, city, state and ZIP code.)

(b) (6), (b) (7)(C) (b) (6),

(D) (b), (D) (7)(C)

(b) (6), (b) (7)(C) that the statements the (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(b)(6),(b)(7)(C)

1/28/15

94%

b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (0.5. CODE, TITLE 10, SECTION 1001)
PRIVACY ACT STATEMENT

Selectation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation, The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2005). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



Region 5 Bank of America Center, Tower II 100 S. Charles Street, Suite 600 Baltimore, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

May 20, 2015

Matthew J. Clark, Esq. Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2822

Re: International Union, Security, Police and

Fire Professionals of America (SPFPA), Local 555 (MVM Security Services)

Case 05-CB-145352

Dear Mr. Clark:

cc:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1st Charles L. Posner

Charles L. Posner Regional Director

Ms. Gloria Scott, President United Union of Security Guards, Local 555, SPFPA 2701 West Patapsco Avenue Baltimore, MD 21230 Mr. Michael Elliott Director of Human Resources MVM Security Services 6401 Security Boulevard Baltimore, MD 21207

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

INTERNET FORM NLRB-508 (2-08)

FORM EXEMPT UNDER 44 U S C 3512

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

### **CHARGE AGAINST LABOR ORGANIZATION** OR ITS AGENTS

DO NOT WRITE IN THIS SPACE							
Case	5-CB-146492	Date Filed	2/11/15				

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	ntair labor practi	ce occurred	or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS BE	ROUGHT	
a. Name		b. Union Repre		
Internation Union, Security Pol	ice Fire Profession	AS I MACI	K Cra	without Vice Pusidon
of America (SPFPA Local 287)	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	1 /	CIV	Willia, rice health
c. Address (Street, city, state, and ZIP code)		1		e. Cell No.
25510 Kelly Dr		586 772-		g. e-Mail
Rosedale, MI 28066				,
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) A. are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the Natio	onal Labor Relati	ions Act, ar	nd these unfair labor practices
2. Basis of the Charge (set forth a clear and concise statement of the	a facts constituting the alleged	d unfair labor pra	ctices)	
1. Breach of fair Represention	$ \uparrow $			
2. Allowing Constal Internation	nal Security &	its Age	n16 4	Violation
Violate Weingarten nights	on October	8.201	4	
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	er i deroie	0,201		
	•			
3. Name of Employer		4a. Tel. No.		b. Cell No.
Constal Invernational Securi	ly, Inc.	703 339 c. Fax No.		d o Mail
CONSTRUCT CONTROL POR CONTROL	(1	C. Fax No.	i	d. e-Mail
E. Lacation of classic such ad detect site state and 7/D and a		l		
5. Location of plant involved (street, city, state and ZIP code)		1	4 .	er representative to contact
Washington, DC			Henr	y Wolfe
<ol><li>Type of establishment (factory, mine, wholesaler, etc.)</li></ol>	8. Identify principal product			of workers employed
Security	Security su		56	
10. Full name of party filing charge (b) (6), (b) (7)(C)	•			(b) (6), (b) (7)(C)
(S)(S), (S)(I)(S)		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)
(b) (6), (b) (7)(C)		1=		
declare (b) (6), (b) (7)(C) ments therein are true to (b) (6), (b) (6), (c)	the best of my knowledge and belie	<sub>f.</sub> (b)	(6), (b)	(7)(C)
By (Sig charge)	An Individu		(6), (b	) (7)(C)
	or ornoo, it diri	Fax N		
(b) (6), (b) (7)(C)	(date) 1 2 c	15 e-Mail	I	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

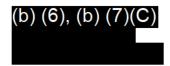
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822

Fax: (410)962-2198

June 22, 2015



International Union, Security, Police, Fire Re: Professionals of America (SPFPA Local 287) (Coastal International Security, Inc.) Case 05-CB-146492

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union. Security, Police and Fire Professionals of America (SPFPA Local 287) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street NW, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on July 6, 2015. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed no later than 11:59 p.m. Eastern Time on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than July 5, 2015. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

International Union, Security, Police, Fire Professionals of America (SPFPA Local 287) (Coastal International Security, Inc.) Case 05-CB-146492

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before July 6, 2015.** The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after July 6, 2015, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

### 1s/ Charles L. Posner

Charles L. Posner Regional Director

#### Enclosure

cc: Michael J. Akins, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Mr. Mark Crawford International Union, Security, Police and Fire Professionals of America (SPFPA) 25510 Kelly Rd. Roseville, MI 48066-4994

## (b) (6), (b) (7)(C)

Security, Police and Fire Professionals of America, Local No. 287 (SPFPA) 1939 Brooks Drive, Apartment #203 Capitol Heights, MD 20743-5539

Mr. Henry Wolfe Mr. Sean Engelin Coastal International Security 6101 Fallard Drive Upper Marlboro, MD 20772

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

### APPEAL FORM

10: General Counsel	Date:		
Attn: Office of Appeals National Labor Relations Board			
Room 8820, 1099 - 14th Street, N.W.			
Washington, DC 20570-0001			
• •	nereby taken to the General Counsel of the National e Regional Director in refusing to issue a complaint		
Case Name(s).			
Case No(s). (If more than one case number,	include all case numbers in which appeal is taken.)		
	(Cignoture)		
	(Signature)		

FORM NLRQ-508 (11-07) FORM EXEMPT UNDER 44 U S C 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

## CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE	IN THIS SPACE
Case	Date Filed
5-CB-146780	2/20/15

INSTRUCTIONS: File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

	LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT		
a Name		b. Union Representative to contact	
	International Union Security, Police and Fire Professionals of America, Local 444	Willie Jones	
C.	Phone: 215-879-1832 d. Address (street, city, state and ZIP code)		
	FAX: 215-877-2179 71 E. Cherry St., Rahway, NJ		
e.	The above-named organization(s) or its agents has engaged in and is engaging in unit	air labor practices within the meaning of	
	section 8(b), subsection(s) ( <i>list subsections</i> ) (1)(A) of the National Labor Relations Act, and affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices Act and the Postal Reorganization Act.	these unfair labor practices are unfair practices affecting commerce within the meaning of the	
2.	Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair	labor practices)	
	officers, agents, and representatives, restrained and coerced the employed exercise of rights guaranteed in Section 7 of the Act by failing to represent dispute with the Employer over seniority pursuant to the parties' col	employee (b) (6), (b) (7)(C) concerning	
3	Name of Employer	4 Phone. 703-263-7176	
Ο.	Paragon Systems, Inc.	4 Thome: 703-203-7770	
	raiagon Systems, inc.	FAX:	
5.	Location of plant involved (street, city, state and ZIP code)	6 Employer representative to contact	
	13655 Dulles Technology Dr., Suite 100, Herndon, VA 20171	Lori Raines	
7.	Type of establishment (factory, mine, wholesaler, etc.)  8. Identify principal product or service	9 Number of workers employed	
	Government Installation Security Services	25	
10.	Full name of party filing charge (b) (6), (b) (7)(C)		
11	Address of party filing charge (street, city, state and ZIP code)	12. Phone: (b) (6), (b) (7)(C)	
	(b) (6), (b) (7)(C)		
_	(b) (6), (b) $(7)(C)$ 13. DECLARATION charge and that the statements are true to the	Example 1 pest of my knowledge and belief.	
В	2-12-15	An Individual	
By (S	ge) /s/	(title or office, if any)	
,,,	Phone. (b) (6), (b) (7)(C)	l	
(b	) (6), (b) (7)(C)FAX:		
	(Address) (Telephone No.)	(date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

#### PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. §151 et seq. The principal use of the information is to assist the National labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

July 31, 2015



Re: International Union Security, Police and

Fire Professionals of America, Local 444

(Paragon Systems, Inc.) Case 05-CB-146780

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union Security, Police and Fire Professionals of America, Local 444 has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at <a href="https://www.nlrb.gov">www.nlrb.gov</a>, click on E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on August 14, 2015. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed no later than 11:59 p.m. Eastern Time on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than August 13, 2015. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

International Union Security, Police and Fire - 2 - Professionals of America, Local 444 (Paragon Systems, Inc.)
Case 05-CB-146780

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before August 14, 2015.** The request may be filed electronically through the *E-File Documents* link on our website <a href="www.nlrb.gov">www.nlrb.gov</a>, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after August 14, 2015, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

1st Charles L. Posner

Charles L. Posner Regional Director

#### Enclosure

cc: Mr. Willie Jones International Union Security, Police And Fire Professionals Of America, Local 444 71 E Cherry Street Rahway, NJ 07065-4000

> Michael J. Akins, Esq. Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226

Ms. Lori Raines Paragon Systems Inc. 13655 Dulles Technology Drive Suite 100 Herndon, VA 20171-4633

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

### APPEAL FORM

Date:

To: General Counsel

Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001
Please be advised that an appeal is hereby taken to the General Counsel of the ational Labor Relations Board from the action of the Regional Director in refusing to sue a complaint on the charge in
ase Name(s).
ase No(s). (If more than one case number, include all case numbers in which appeal is ken.)
(Signature)

(11-10)

### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION

	FURIN EXEMPT UNDER 44 U S.C. 3512
DO NOT	WRITE IN THIS SPACE
Case	Date Filed
05-CB-147801	3/6/2015

OR ITS AGENTS INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT a. Name b Union Representative to contact Security Police and Fire Professionals of America (SPFPA) (b) (6), (b) (7)(C) c. Address (street, city, state and ZIP code) d. Tel. No. e. Cell No. (586) 772-7250 (b) (6), (b) (7)(C) 25510 Kelly Road (b) (6), (b) (7)(C Roseville, MI 48066 f. Fax No. q. e-Mail (586) 772-9644 (b) (6), (b) (7)(C) h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of (1)(A)section 8(b), subsection(s) (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (b) (6), (b) (7)(C) 2014, and at all times thereafter, the above-named Labor Organization, by its officers, agents and representatives, restrained and coerced the employees of Coastal International Security, Inc. in the exercise of the rights guaranteed in Section 7 of the Act, by failing or refusing to process the grievance of (b) (6), (b) (7)(C). 3. Name of Employer 4a. Tel. No. b. Cell No. (703) 339-Coastal International Security, Inc. 0233 x 440 d. e-Mail c. Fax No. jsimons@coastalsecurity.com 5. Location of plant involved (street, city, state and ZIP code) 6. Employer representative to contact 6101 Fillard Drive, Upper Marlboro, MD 27772 Janet Simons, Human Resources 9. Number of workers employed 7. Type of establishment (factory, mine, wholesaler, etc.) 8. Identify principal product or Government Contractor (U.S. Dept. of 60+ Security Services Commerce, 1401 Constitution Ave. NW, Washington, DC 20230) 10. Full name of party filing charge 11 a. Tel. No. b. Cell No. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP code) c. Fax No d. e-Mail (b) (6), (b) (7 Tel. No (b) (6), (b) (7)(C) Cell No. An Individual By (title or office, if any) Fax No. (b) (6), (b) (7)(C) e-Mail(b)(6),(b)(7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

#### PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. §151 et seq. The principal use of the information is to assist the National labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

June 29, 2015

Gordon A. Gregory, Esq. Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Sq., Ste. 3727 Detroit, MI 48226-2893

Re: Security Police and Fire Professionals of

America (SPFPA)

(Coastal International Security, Inc.)

Case 05-CB-147801

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1st Charles L. Posner

Charles L. Posner Regional Director

cc: (b) (6), (b) (7)(C)

International Union, Security, Police and Fire Professionals Of America (SPFPA) 25510 Kelly Rd. Roseville, MI 48066-4994

(b) (6), (b) (7)(C)

Ms. Janet Simons Human Resources Coastal International Security, Inc 6101 Fallard Drive Upper Marlboro, MD 20772

FORM EXEMPT LINDER 44 U.S.C. 3512

### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

### CHARGE AGAINST LABOR ORGANIZATION **OR ITS AGENTS**

	STAN EXEMIT SABER 44 0 0 0. 00 12
DO NOT WE	RITE IN THIS SPACE
Case	Date Filed
05-CB-148301	03/16/2015

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT a. Name b. Union Representative to contact United Security & Police Officers of America (USPOA) Assane Faye, Executive Director c. Address (street, city, state and ZIP code) d. Tel. No. 202-239-0302 1101 Pennsylvania Ave., NW 732-644-0390 Suite 600 TOM'S RWER f. Fax No. g. e-Mail 255An eba Daul-Con Washington, DC 20004 732-736-1237 The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A)of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named Labor Organization, by its officers, agents, and representatives, has restrained and coerced employees from exercising their Section 7 rights by expelling (b) (6), (b) (7)(c) from membership and/or making ineligible to run for office in an upcoming national officer election because of protected concerted activities. 3. Name of Employer 4a. Tel. No. b Cell No. 571-223-571-420-1454 MVM, Inc. 4541 c. Fax No. d. e-Mail 571-223mchalec@mvminc.com 4474 5 Location of plant involved (street, city, state and ZIP code) 6. Employer representative to contact 44620 Guilford Ave., Suite 150, Ashburn, VA, 20147 Christopher McHale, General Counsel 9. Number of workers employed 7 Type of establishment (factory, mine, wholesaler, etc.) 8. Identify principal product or Healthcare/research Security 10 Full name of party filing charge b. Cell No. 11 a. Tel. No. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C 11. Address of party filing charge (street, city, state and ZIP code) c. Fax No. d. e-Mail (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Tel. No. decla (b) (6), (b) (7 Cell No. (b) (6), (b) (7)(C an Individual Ву (sign king charge) (title or office, if any) Fax No. (b) (6), (b) (7)(C e-Mail(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE RISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

#### PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. §151 et seq. The principal use of the information is to assist the National labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, SUITE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

April 30, 2015

(b) (6), (b) (7)(C)

Re: United Security & Police Officers of

America (MVM, Inc.) Case 05-CB-148301

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that United Security & Police Officers of America (USPOA) has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that the United Security & Police Officers of America (Union) violated Section 8(b)(1)(A) of the Act by expelling you from membership and/or making you ineligible to run for office in an upcoming national officer election because of your protected concerted activities.

The investigation revealed that between (b) (6), (b) (7)(C) 2014, six charges, were filed against you alleging violations of the Union's constitution and by-laws. On 2015, you were notified by the Union that your membership was revoked and thus became ineligible to run for a national position.

The Union's revocation of your membership resulting in your ineligibility to run for a national union office does not violate the National Labor Relations Act. The Supreme Court has held that Section 8(b)(1)(A) does not propose constraints upon internal union affairs that do not affect members' employment status. Scofield v. NLRB, 394 U.S. 423, 428 (1969). The Board has interpreted this rule to mean that protected activity relating to union membership or discipline must bear some relation to employees' interest as employees—i.e., the terms and conditions of their employment—to fall within the Act's protections. Office Employees Local 251 (Sandia Natl. Laboratories), 331 NLRB 1417, 1424 (2000) (Section 8(b)(1)(A) does not "regulate the relationship between unions and their members unless there [is] some nexus with the employer–employee relationship and a violation of the rights and obligations of employees under the Act."). Furthermore, the Board does not construe Section 8(b)(1)(A) violations relating to matters that are virtually wholly intraunion affairs and disputes and that have only a speculative impact on the employer-employee relationship and do not significantly implicate the rights and duties established by the Act. Id. at 1425 (asserting this principle and advising that the forum for resolving these types of issues is an action under the LMRDA); accord Textile Processors Local 311 (Mission Uniform), 332 NLRB 1352, 1354 (2000) (holding that refusing to accept an individual's dues tender did not affect future employment opportunities, or otherwise adversely affect her conditions of employment and is thus an internal union matter not falling within the scope of the Act).

Here, the investigation did not establish that the alleged actions upon you had any effect upon your employment status. Rather, the Union's revocation of your membership making you ineligible to run for national union office is an internal union matter that falls outside the Board's protection. In light of the foregoing, I cannot conclude that the Union violated Section 8(b)(1)(A) of the Act as alleged and I am refusing to issue a complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at <a href="https://www.nlrb.gov">www.nlrb.gov</a>, click on E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14<sup>th</sup> Street NW, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on May 14, 2015. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than May 13, 2015. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before May 14, 2015**. The request may be filed electronically through the *E-File Documents* link on our website <a href="www.nlrb.gov">www.nlrb.gov</a>, by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after May 14, 2015, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an

appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

1st Charles L. Posner

Charles L. Posner Regional Director

#### Enclosure

cc: Mr. Assane B. Faye, Executive Director United Security & Police Officers of America (USPOA) 1101 Pennsylvania Avenue, N.W. Suite 600 Washington, DC 20004

> Mr. Assane B. Faye, Executive Director United Security & Police Officers of America (USPOA) 1501 Manchester Street Toms River, NJ 08757-1330

Christopher McHale, Esq. MVM, Inc. 44620 Guilford Drive, Suite 150 Ashburn, VA 20147-6063

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### APPEAL FORM

Attn: Office of Appeals National Labor Relations Board Room 8820, 1099 - 14th Street, N.W. Washington, DC 20570-0001	Date.
• •	hereby taken to the General Counsel of the Nationa ne Regional Director in refusing to issue a complain
Case Name(s).	
Case No(s). (If more than one case number	r, include all case numbers in which appeal is taken.)
	(Signature)

UNITED STATES OF AMERICA	DO NOT WRITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD	Case			Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	05-C <b>B</b> -148386			03/12/2015
INSTRUCTIONS: File an original of this charge with the NLRB occurred or is occurring.				
LABOR ORGANIZATION OR ITS	AGENTS AGAI			
a. Name		b. Union Represen	tative to Conta	CC
International Union, Security, Police and Fire		(b) (6), (b) (7)(C)		
Professionals of America (SPFPA), Local 275				
c. Address		d. Tel. No.	e. Cell N	
8800 Greenbelt Road		301-286-8661	(b) (6), (t	
Greenbelt, MD 20771		f. Fax No	g. e-Mail	
<ul> <li>The above-named labor organization or its agents have engage 8(b), subsection(s) (1) (A) of the National Labor Relations Act, the meaning of the Act, or are unfair practices affecting comme</li> </ul>	, and these unf	air labor practices ar	e unfair practi	ces affecting commerce within
2. Basis of the Charge (set forth a clear and concise statement of				
Since about (b) (6), (b) (7)(C) 2014, the above-named refusing to process the grievance of (b) (6), (b) (7)				coerced employees by bitrary or discriminatory
reasons or in bad faith.				
reasons or in bad faith.  3. Name of Employer		4a. Tel No.	4b. Cell No.	
reasons or in bad faith.		301-286-4133	757-582-2	
reasons or in bad faith.  3. Name of Employer			757-582-2 4d. e-Mail	141
reasons or in bad faith.  3. Name of Employer		301-286-4133	757-582-2 4d. e-Mail gdickerse	on@alutiiq.com

	3. Name of Employer	l	4a. Tel No.	4b. Cell No.		
	Alutiiq		301-286-4133	757-582-2141		
	•	į	4c. Fax No.	4d. e-Mail		
				gdickerson@alutiiq.com		
	5. Location of Plant involved (street, city, state, and ZIP co	ode)	6 Employer representative to contact			
	8800 Greenbelt Road, Greenbelt, MD 2077	'1 (NASA)	Galen Dickerson, Project Manager			
	7 Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	Number of Workers employed		
	Federal Government Building	Security		90		
		•				
	10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.		
	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		
١			11c. Fax No.	11d e-Mail		
				(b) (6), (b) (7)(C)		
١	11 Address of party filing charge (street, city, state, and ZI	P code)				
	(b) (6), (b) (7)(C)					
		12. DECLARAT	ION			
	I declare that I have read the above charge and	that the statements	therein are true to the	he best of my knowledge and belief.		
	(h) (6) (h) (7)((	(b) (6), (b) (	7)(C) An	Tel No.		
	By: (b) (6), (b) (7)(0	Individual		(b) (6), (b) (7)(C)		
			4 1711			
	(sigi	Print/type nan	ne and title or office, it	· 1		
	Address.		Data	(b) (6), (b) (7)(C)		
	(b) (6), (b) (7)(C)		Date:	Fax No.		
			3/4/1	e-Mail		
			- / - / -	(b) (6), (b) (7)(C)		

# WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT Solucitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, SUITE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

June 16, 2015

Matthew J. Clark, Esq. Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2822

Re: International Union, Security, Police and

Fire Professionals of America (SPFPA),

Local 275 (Alutiiq) Case 05-CB-148386

Dear Mr. Clark:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1s/ Charles L. Posner

Charles L. Posner Regional Director

cc: (b) (6), (b) (7)(C)

International Union, Security, Police, and Fire Professionals of America (SPFPA) 8800 Greenbelt Road Greenbelt, MD 20771-2400

(b) (6), (b) (7)(C)

Mr. Galen Dickerson, Project Manager Alutiiq 8800 Greenbelt Road Greenbelt, MD 20771-2400

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

	FORM EXEMPT UNDER 44 U S C 3512
DO NOT WRIT	E IN THIS SPACE
Case	Date Filed
05-CB-149122	03-26-2015

NSTRUCTIONS. File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

INSTRUCTIONS. File an original with NERB Regional Director for the	region in which the alleged ur	itair labor pract	ice occurre	a or is occurring
1 LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS B	ROUGHT	
a Name		b Union Repri	esentative t	o contact
Indernational Union Security Police	cond fire	_		na, V.P.
Professionals of America (SDFPA) luca	al-2151	Regio	0 - 2	-
c Address (Street, city, state, and ZIP code)		d Tel No.		e. Cell No.
25510 Kelley Road		584-772-	7250	g e-Mail
Proseville, Michigan 418066		586-772	-9644	
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (10 (2) (4) (5) are unfair practices affecting commerce within the meaning of the Admeaning of the Act and the Postal Reorganization Act	in and is (are)engaging in un  of the Natic t, or these unfair labor practi	fair labor practional Labor Relaces are unfair p	ces within to tions Act, a tractices aff	he meaning of section 8(b), nd these unfair labor practices ecting commerce within the
2 Basis of the Charge (set forth a clear and concise statement of the		4 .		(0
On orabout (b) (6), (b) (7)(C) 2014, and	angung the W	nion by	1+5 1	officers and
"Kongo intativas Datantly and discrim	inatoValu branc	nod the	Dury	of the representation
by derying the the contractual 1 gots in	preve grievance.	S PROPERI	y poce	sied vicause of lack
of membership is the union. The winn o	Mers and Represe	ntatives	Mare a	Whitevery With
He cedent and Prefudice repuded and con	stile Continue to	INCOCCON	WLTK	in a Derturetory
regarding my grissances. The union of the	with to participa	te in the	ري مين د کرورون	on mouss. The
menner by in properly denying the work	nate its concerte	1 activitie	Siha	12 Docteted by NIB
Pre cedent and Prefudice refused and costs regarding my guidances. The union and try manner by improperly drying mean opport but continues to allow the Emplater to do Section 7 by violating NLIR-Section 3. Name of Employer	mi 8 (a X2)	Well as	3 / 10	)-10.
3. Name of Employer	0.0(00-25)	4a Tel. No.		b. Cell No
		751 688 - 2	2587	848-3772
	1 1 1 1 1	c Fax No.		d e-Mail
New Dan News Shippulding (III) Ilw 5 Location of plant involved (street, city, state and ZIP code)	Migton Ingalis	380 - 38		
5 Location of plant involved (street, city, state and ZIP code)	•		6 Employ	yer representative to contact
4/101 Washington WE NEW POH NEWS VA	23607		Chris	10462
7. Type of establishment (factory, mine, wholesaler, etc.)	8 Identify principal product	or service	9. Numbe	er of workers employed
shipbuilding	Maral Strips	T	15	1000
(b) (6), (b) (7)(C)		11a. Tel No		(b) (6), (b) (7)(C)
		c Fax No		d. e-Mail
11 Address of party filling charge (street arty state and ZIR code )				
(b) (6), (b) (7)(C)				
(b) $(6)$ , $(b)$ $(7)$ $(C)$	(b) (7)(C) d beli	Tel.	No	
By rson making charge.	(b) (7)(C) <sup>d beli</sup>	Çell	No	
rson making charge) (Printitype	name and title or office, if an	y) Fax	No	
(b) (6), (b) (7)(C	1	e-M	ail	
Address (D) (O), (D) (7)(C	(date)	7/2015		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, SUITE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

June 30, 2015

(b) (6), (b) (7)(C)

Re: International Union Security Police and

Fire Professionals of America (SPFPA) Local 451 (Newport News Shipbuilding &

Drydock)

Case 05-CB-149122

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union Security Police and Fire Professionals of America (SPFPA) Local 451 has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at <a href="https://www.nlrb.gov">www.nlrb.gov</a>, click on E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street, S.E., Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on July 14, 2015. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than July 13, 2015. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

International Union Security Police and Fire - 2 - Professionals of America (SPFPA) Local 451 (Newport News Shipbuilding & Drydock)
Case 05-CB-149122

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before July 14, 2015.** The request may be filed electronically through the *E-File Documents* link on our website <a href="www.nlrb.gov">www.nlrb.gov</a>, by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after July 14, 2015, **even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

#### 1st Charles L. Posner

Charles L. Posner Regional Director

Enclosure: Appeal Form

cc: Mr. Rick O'Quinn, V.P. Region 2 International Union Security Police and Fire Professionals of America (SPFPA) Local 451 25510 Kelly Road Roosevelt, MI 48066

> James M. Moore, Esq. Gregory, Moore, Jeakle & Brooks PC 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2893

Mr. Chris Hoyer Newport News Shipbuilding & Drydock 4101 Washington Avenue Newport News, VA 23607

Dean C. Berry, Esq. Huntington Ingalls, Inc. Newport News Shipbuilding 4101 Washington Avenue Newport News, VA 23607

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### APPEAL FORM

To: General Counsel	Date:
Attn: Office of Appeals National Labor Relations Board	
Room 8820, 1099 - 14th Street, N.W.	
Washington, DC 20570-0001	
• •	eby taken to the General Counsel of the Nationa Regional Director in refusing to issue a complain
Case Name(s).	
Case No(s). (If more than one case number, inc	clude all case numbers in which appeal is taken.)
	(Signature)



#### OFFICE OF THE GENERAL COUNSEL

Washington, DC 20570

August 28, 2015

(b) (6), (b) (7)(C)

Re: International Union Security Police and

Fire Professionals of America (SPFPA)

Local 451

(Newport News Shipbuilding & Drydock)

Case 05-CB-149122

Dear (b) (6), (b) (7)(C)

This office has carefully considered the appeal from the Regional Director's refusal to issue complaint. We agree with the Regional Director's decision and deny the appeal.

With respect to the allegation that the Union breached its duty of fair representation to you, the applicable legal standard for finding a violation of a union's duty of fair representation was explained by the Supreme Court in *Vaca v. Sipes*, 386 U.S. 171 (1967). In that case, the Court held that a union is generally afforded a wide range of discretion in the performance of its representation functions, provided that its conduct is not motivated by arbitrary, irrelevant or discriminatory considerations. Moreover, an employee does not have an absolute right to have his or her grievance processed by the union. Rather, unions have broad discretion in disposing of a grievance short of arbitration. *Id.* at 190-192. Also, the Board has held that a union does not have to follow a particular procedure in handling a grievance. See *International Longshoremen and Warehousemen's Union, Local 8*, 321 NLRB 822 (1996).

Here, the probative evidence was insufficient to establish that the Union acted arbitrarily or discriminatorily toward you or that its actions were motivated by unlawful considerations. Rather, the investigation revealed that the Union processed your grievance to Step 3 and secured a remedy which included the Employer reinstating you to (b) (6), (b) (7)(C) classification and providing you backpay for the difference between the (b) (6), (b) (7)(C) wage-rate. Based on its good-faith assessment of the merits of your grievance and likelihood of success at arbitration, the Union decided not to pursue your grievance to arbitration. Although you do not agree with the settlement, the Union acted within its discretion and its actions in settling your grievance short of arbitration without your consent do not constitute a breach of the duty of fair representation.

To the extent that you allege that the Employer unlawfully dominates the Union, the probative evidence failed to support this assertion.

-2

Accordingly, further proceedings are unwarranted.

Sincerely,

Richard F. Griffin, Jr. General Counsel

Mark E. Abesteld

By:

Mark Arbesfeld, Acting Director Office of Appeals

cc: CHARLES L. POSNER
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
BANK OF AMERICA CENTER
TOWER II
100 S. CHARLES ST STE 600
BALTIMORE, MD 21201

CHRIS HOYER
NEWPORT NEWS SHIPBUILDING &
DRYDOCK
4101 WASHINGTON AVE
NEWPORT NEWS, VA 23607

DEAN C. BERRY, ESQ. HUNTINGTON INGALLS, INC., NEWPORT NEWS SHIPBUILDING 4101 WASHINGTON AVE NEWPORT NEWS, VA 23607 RICK O'QUINN, VP REGION 2 INTERNATIONAL UNION SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) LOCAL 451 25510 KELLY RD ROOSEVELT, MI 48066

JAMES M. MOORE, ESQ. GREGORY MOORE JEAKLE AND BROOKS PC 65 CADILLAC SQ STE 3727 DETROIT, MI 48226-2893

#### FORM EXEMPT UNDER 44 U.S.C 3512

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

_		1 ORIVI EXEMPT 1 ONDER 44 0.3.0 3312		
DO NOT WRITE IN THIS SPACE				
Case		Date Filed		
	05-CB-150113	4/14/15		

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

TNO TRUCTIONS. File all original with NERB Regional Director for the	region in which the alleged of	miaii iabor pra	active occurr	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	S AGENTS AGAINST WHICH	CHARGE IS	BROUGHT	
a. Name		b. Union Re	presentative	to contact
International Union, Security, Police and Fire Professionals of America (SPFPA) Local 449		(b) (6), (b) (b) (6), (b) (		
c. Address (Street, city, state, and ZIP code)		d. Tel. No. 586-772-	7250	e. Cell No. (b) (6), (b) (7)(C)
25510 Kelly Road		f. Fax No.		g. e-Mail
Roseville, Michigan 48066		I. Pax No.		g. C-Wall
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (List S				
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the allege	d unfair labor	practices)	
On [0](5)(0)(7)(14 I received an e-mail from (b) (6), (b) (7)	(C)	informir	na me mv	Union Seniority date
had changed from (b)(8),(b)(7)(c) to (b)(6),(b)(7)(c) without any justifial				
from 18th to 178th on the FPS Seniority list distributed by				
notification of what i consider to be a unfair labor practic	•			a man mac my mor
I have been (b) (6), (b) (7)(C) on this West Virg		-13-D-0000	1) since	(6, (b) (7)(c) and employed by
four (4) different Companies working at both the Bureau				
States Coast Guard. On 7/15/14, a Collective Bargainir			•	
Union (SPFPA). I had been the (b) (6), (b) (7)(C) at the (				
was eliminated due to FJC's supervisory reorganization				
indicated my Union seniority date to be [5](5)(7)(5) (original	•		-	•
one of the control of				
benefits purposes.	yono, transicio, etc. wiy	originariii	c date of	is only good for
<del></del>		4a. Tel. No.		b. Cell No.
3. Name of Employer		513-328-6000		b. Cell 140.
FJC Security Services Inc.		c. Fax No.		d. e-Mail
275 Jericho Turnpike		}		
Floral Park, New York 11001				
<ol> <li>Location of plant involved (street, city, state and ZIP code)</li> <li>United States Coast Guard</li> </ol>		1		yer representative to contact
408 Coast Guard Drive, Kearneysville, WV 25430		Walter		
		304-262-90		
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	er of workers employed
Operation Systems Center			<u> </u>	
10. Full name of party filing charge		11a. Tel. No		b. Cell No.
(b) (6), (b) (7)(C)				(b) (6), (b) (7)(C)
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				
(b) (6), (b) (7)(C)				
dec (b) (6) (b) (7) (6) RATION s therein are true to	the best of my knowledge and belie	f. Tel.	NO.	
$_{\rm By}^{\rm dec}(b)$ (6), (b) (7)(C) s therein are true to (b) (6), (b)	o) (7)(C)	Cell No.		
	name and title or office, if any	_	(b) (6),	(b) (7)(C)
		Fax	No.	
(b) (6) (b) (7)(C)		,	loil a	
(b) (6), (b) (7)(C)	2/2	///< e-M	(6) (0),	(b) (7)(C)
Address	(date) 3/5/	// 3	(b) (6), (	(b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM EXEMPT UNDER 44 U.S.C 3512

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	FORIVI EXEMPT UNDER 44 0.5.C 3512			
DO NOT WRITE IN THIS SPACE				
Case	Date Filed			

INSTRUCTIONS: File an original with NLRB Regional Director for the	e region in which the alleged u	ınfair labor pra	ctice occurre	ed or is occurring.
LABOR ORGANIZATION OR IT	S AGENTS AGAINST WHICH	CHARGE IS	BROUGHT	
a. Name International Union, Security,Police and Fire Profession (SPFPA) Local 449	als of America	b. Union Rep (b) (6), (b)		to contact
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
25510 Kelly Road		586-772-7	250	(b) (6), (b) (7)(C)
Roseville, Michigan 48066		f. Fax No.		g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (list s	of the Natio	onal Labor Rel	ations Act, a	and these unfair labor practices
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor p	oractices)	
Continuation from page 1				
supported SPFPA and became part of a Bargaining Uni	14. On [14, FJC (Cosolely on the evaluation lit and their bargaining unctor of SPFPA, "it was [16] hours worked were wit by signing the Union a signed the SPFPA/Autho	ompany) re of the Unio nit seniority opinion to original softhin the bauthorization for	jected my n (SPFPA s. SPFPA hat at no to reniority do rgaining L n card to he check-off lect. (Conti	grievance stating the (A) regarding the also rejected my time during the dates ate will not be honored Unit. it should be noted it help certify the Union as of dues card on
5. Location of plant involved (street, city, state and ZIP code) United States Coast Guard 408 Coast Guard Drive, Kearneysville, WV 25430			Walter A	
7. Type of establishment (factory, mine, wholesaler, etc.)	Lo Identify a desiral acceluet		304-262	r of workers employed
Operation Systems Center	Identify principal product	or service	3. Numbe	or workers employed
10. Full name of party filing charge		11a. Tel. No.		b. Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				
(b) (6), (b) (7)(C)		<del></del>		
		Tal		
declar (b) (6), (b) (7)(C) therein are true to (b) (6), (b) (6), (b) (7)(C) (Print/type	the best of my knowledge and belief b) (7)(C) name and title or office, if any	Cell	No. (b) (6), (	(b) (7)(C)
(b) (6), (b) (7)(C) Address	(date) 3/3	1/15 e-Ma	(b) (6), (b) (6), (c)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

## CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	FORM EXEMPT UNDER 44 U.S.C 3512
	DO NOT WRITE IN THIS SPACE
Case	Date Filed

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor pra	ctice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	S AGENTS AGAINST WHICH			
a. Name International Union, Security,Police and Fire Profession (SPFPA) Local 449	als of America	b. Union Rep (b) (6), (b		to contact
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road		d. Tel. No. 586-772-7	250	e. Cell No. (b) (6), (b) (7)(C)
Roseville, Michigan 48066		f. Fax No.		g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (list s	of the Natio	onal Labor Rel	ations Act. a	and these unfair labor practices
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the allege	d unfair labor p	ractices)	
Continued from page 2.				
The current CBA addresses management. When the C removed on [16,1]/14. The following exert from the CBA a personnel to the bargaining Unit - The second paragrap management position with the Company shall retain the management, but shall not accumulate additional senior in the management position for more than ninety (90) downward management for approximately [16,1] days under the current noted that i have manned a post every single day worked like all other security officers. The relief i am seeking is date of [16,1] on [16,1].	allows me to retain my so which reads: An emple seniority the employee rity while in that capacity ays, the employee shall ent CBA and well withing and half since	eniority: Secondary: Secondary: Secondary: had at the ey; provided to lose his or the 90 day ove been cor	ction 12.7 accepts a date of pre that, if the her senior grace peri mpensated hanged ba	of the CBA - Return of permanent comotion to employee is employed rity. I was considered od. It should also be d on a hourly wage just
FJC Security Services Inc.		c. Fax No.		d. e-Mail
275 Jericho Turnpike Floral Park, New York 11001				
5. Location of plant involved (street, city, state and ZIP code) United States Coast Guard 408 Coast Guard Drive, Kearneysville, WV 25430  7. Type of establishment (factory, mine, wholesaler, etc.)	Identify principal product	or service	Walter A 304-262	
Operation Systems Center				
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.		b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street. city. state and ZIP code.)		<u>}</u>	1	
(b) (6), (b) (7)(C)				
$_{\text{By}}$ (B) (C), (B) (1) (C) $_{\text{(b) (6), (l)}}$	the best of my knowledge and belieb) (7)(C) name and title or office, if any	Cell	No. (b) (6),	(b) (7)(C)
(b) (6), (b) (7)(C) Address	(date)_3/5	e-M	(6) (6), (	(b) (7)(C) (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822

Fax: (410)962-2198

May 6, 2015

(b) (6), (b) (7)(C)

International Union, Security, Police and Fire Professionals of America (SPFPA) Local 449 25510 Kelly Road Roseville, MI 48066-4994

Re: International Union, Security, Police and

Fire Professionals of America (SPFPA) Local 449 (FJC Security Services Inc.)

Charles L. Forner

Case 05-CB-150113

#### Dear (b) (6), (b) (7)(C)

cc:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Charles L. Posner Regional Director

(b) (6), (b) (7)(C)

Mr. Walter Alkire FJC Security Services, Inc. 275 Jericho Turnpike Floral Park, NY 11001-2150

Mr. Walter Alkire FJC Security Services Inc. United States Coast Guard 408 Coast Guard Drive Kearneysville, WV 25430 Clifford Ingber, Esq. Ingber Law Firm, PLLC 6 Stallion Trail

Greenwich, CT 06831-3040

NO. 347 P. 3

INTERNET 5 FORM NLRD-508 (2-08)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	FORM EXEMPT UNDER 44 U.S.C 9512					
DO NOT WRITE IN THIS SPACE						
Case		Date Filed				
QZ-CB-1	52480	05 14	2015			

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

ASTRUCTIONS: File an original with INCAB Regional Director for the						
1, LABOR ORGANIZATION OR ITS	S AGENTS AGAINST WHICH	b. Union Rep				
<ul> <li>Name</li> <li>International Union of Security, Police and Fire Professi</li> <li>Local 461</li> </ul>	onals of America,	(b) (6). (b) (7)(C)				
Address (Street, city, state, and ZIP code)		d. Tel. No. 586-772-7	7250. <sup>(0) (6).</sup>	8. Cell No. (b) (6), (b) (7)(C)		
508 Nova Avenue Capitol Heights, Maryland 20743		f. Fax No.	· · · · · ·	g. e-Mail (b) (6), (b) (7)(C)		
n. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) 1(A) are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the Nati	onal Labor Rel	lations Act.	and these unfair labor practices		
2. Basis of the Charge (set forth a clear and concise statement of th	re facts constituting the allege	d unfair labor (	oractices)			
fairly represent its membership by failing and refusing to failure to abide by the collective-bargaining provision whas real wages, instead of a 401k deposit.				, ,		
3. Name of Employer Paragon Systems, Inc.		4a. Tel. No. 202-205-5 c. Fex No.	847	b. Cell No. 202-815-0098 d. e-Mail		
<ol> <li>Location of plant involved (street, city, state and ZIP code)</li> <li>300 12 Street, SW, Washington, DC 20407</li> </ol>				oyer representative to contact n Michael Bellamy		
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numb	er of workers employed		
Security Contractor	Security Services		15	• •		
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No (b) (6), (b) (7		b. Cell No. (b) (6), (b) (7)(C)		
		c. Fax No.		d. e-Mall		
11. Address of party filing charge (street, city, state and ZIP code.) 1909 Hilton Court, Bryans Road, Maryland 20616			<del></del>	(b) (6), (b) (7)(C)		
(b) (6), (b) $(7)(C)_{\text{rein are true to}}^{10N}$	the best of my knowledge and bell	Tel.	No. (b) (6),	(b) (7)(C)		
An Indiv	udua)	Cell		4) (7)(0)		
(Print/type	name and title or office, if an	y) Fax		), (b) (7)(C)		
(b) (6), (b) (7)(C)	(date) 5	14/15	ail (b) (6	), (b) (7)(C)		
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUR			ie carr	TOTAL STATION (SEA)		

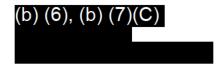
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001 PRIVACY ACT STATEMENT



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

July 30, 2015



Re: International Union of Security, Police and

Fire Professionals of America, Local 461

(Paragon Systems, Inc.) Case 05-CB-152480

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union of Security, Police and Fire Professionals of America, Local 461 has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that the Union violated Section 8(b)(1)(A) of the Act by not filing a grievance on your behalf when the Employer did not pay the employees' health and welfare benefits as wages. The investigation revealed the Union did aid you in filing a grievance on the matter and that you did not make a request to any other Union representatives to file a grievance on your behalf. Furthermore, the evidence shows that the grievance was ultimately denied because the Union and the Employer had entered into an agreement to modify the contractual terms relating to the payment of employees' health and welfare benefits so that it is consistent with the mandates set for the Affordable Care Act. A Union has an obligation under the National Labor Relations Act to represent the employees in the bargaining unit fairly, impartially, and in good faith, "[a] wide range of reasonableness must be allowed a statutory bargaining representative in serving the unit it represents, subject always to complete good faith and honesty of purpose in the exercise of its discretion," Ford Motor Co. v. Huffman, 345 U.S. 330, 338 (1953); Vaca v. Sipes, 386 U.S. 171 (1967). Thus, a union violates its obligation when its conduct is shown to be based on hostility, arbitrary reasons, or other improper motives. With respect to your charge that the Union failed to represent you, there is insufficient evidence to show that the Union's actions were based on any impermissible considerations. Accordingly, further proceedings on this allegation are not warranted.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on August 13, 2015. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than August 12, 2015. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely**. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before August 13, 2015.** The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after August 12, 2015, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

1s/ Charles L. Posner

Charles L. Posner Regional Director

#### Enclosure

cc: Gordon A. Gregory, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

#### (b) (6), (b) (7)(C)

International Union of Security, Police and Fire Professionals of America, Local 461 508 Nova Avenue Capitol Heights, MD 20743

Captain Michael Bellamy Paragon Systems, Inc. P.O. Box 1690 Wall, NJ 07719

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### APPEAL FORM

Date:

To: General Counsel

Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001
Please be advised that an appeal is hereby taken to the General Counsel of the ational Labor Relations Board from the action of the Regional Director in refusing to sue a complaint on the charge in
ase Name(s).
ase No(s). (If more than one case number, include all case numbers in which appeal is ken.)
(Signature)

· UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE				
NATIONAL LABOR RELATIONS BOARD		Case Date filed				
CHARGE AGAINST LABOR ORGANIZATION	1	05-	03 153012	05/21/2015		
OR ITS AGENTS		ı	CB-152913	05/21/2015		
INSTRUCTIONS: File an original of this charge with the	e NLRB Re	gional Di	rector of the region in v	which the alleged unfair labor practice		
occurred or is occurring.	00 170 401	Th 1900 A C A	MICT MUNICIPAL OF ACTION AND ACTION	BROUGHT		
LABOR ORGANIZATION     B. Name	OK IIS AGE	ENISAGA	b. Union Representativ	e to Contact		
	·		Gloria Scott, Pres			
International Union, Security, Police and F		· ·	Gioria Scott, Fre	Sideni		
Professionals of America (SPFPA), Local 5	55 (MV	M				
Security Services)						
c. Address			d. Tel. No.	e. Cell No.		
2701 West Patapsco Avenue			(410)646-3005			
Baltimore, MD 21230			f. Fax No.	g. e-Mail		
			(410)646-5033	ĺ		
h. The above-named labor organization or its agents have	ongrand l	o and am	onggalna in unfair labor e	arretions within the manning of section		
8(b),(1)(A) of the National Labor Relations Act, and the	enyageo i ese unfair la	n and are bor needl	engaging in uniaii iabor p res are unfair oractices e	effecting commerce within the meaning of		
the Act, or are unfair practices affecting commerce with	in the mear	ning of the	Act and the Postal Reon	genization Act.		
2. Basis of the Charge (set forth a clear and concise states	ment of the	facts cons	thuting the alleged unfail	labor practices)		
Since about [10] 2015, the above-name	ned labo	r organ	ization has restrain	ed and coerced employees by		
refusing to process the grievance of (b)				ar-up and gear down pay and		
2) building closure pay for (b) (6), (b) (7)(C) 20	15 for o	chitener	or discriminators			
2) building closure pay for the 20	15, 101 a	tomat y	or discriminatory	reasons of the bad faith.		
3. Name of Employer			4a. Tel. No.	4b. Cell No.		
1				40. CEN NO.		
MVM, Inc.			(571) 223-4500			
44620 Guilford Drive, Suite 150			4c. Fax No.	4d. e-Mail		
Ashburn, VA 20147-6063			(571) 223-4474	michaelelliot@mvminc.com		
5. Location of Plant involved (street, city, state, and ZIP co	de)		6. Employer representa	tive to contact		
Social Security Administration Headquarter	rs Comn	lev	Michael Elliott I	Director of Human Resources		
	is comp	100	Injuliari Emoti, E	SACOLOI OI I LAMINI RESCUIDOS		
6401 Security Boulevard		- 1				
Baltimore, MD 21207						
7. Type of Establishment (factory, mine, wholesaler)	8. Principa	al product	or service	9. Number of Workers employed		
Federal Government Building	Security	v		400		
10. Full name of party filing charge	000000		11a. Tel. No.	11b. Cell No.		
(b) (6), (b) (7)(C)				(b) (6), (b) (7)(C)		
(b) (b), (b) (1)(b)			(b) (6), (b) (7)(C)	(3) (3), (3) (1), (3)		
		ĺ	11c, Fax No.	11d e-Mail		
<u></u>				(b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state, and Zil	P code)					
(b) (6), (b) (7)(C)						
	12. DE	CLARAT	ON			
I declare that I have read the above charge and				Tel No.		
(a) (a) (b) (7)(	<b>)</b> (b)	(6), (b)	(7)(C) An	Terno.		
$_{\text{By:}}(b)(6),(b)(7)(C)$ (b) (6), (b) Individual			(b) (C) (b) (Z)(C)			
			(b) (6), (b) (7)(C)			
(signature of representative or person making charge)	Prin	t/type nam	ne and title or office, if an	y Cell No.		
	1			(b) (6), (b) (7)(C)		
Address:			Date:	Fax No.		
(b) (6), (b) (7)(C)			1			
		•	- Inche	e-Mail (b) (6) (b) (7)(C)		
			10/41//0	(b) (6) (b) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE FUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

September 1, 2015

Ms. Gloria Scott, President United Union of Security Guards, Local 555, SPFPA 2701 West Patapsco Avenue, Suite 200 Baltimore, MD 21230

Re: International Union, Security, Police and

Fire Professionals of America (SPFPA), Local 555 (MVM Security Services)

Case 05-CB-152913

Dear Ms. Scott:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1st Charles L. Posner

Charles L. Posner Regional Director

cc:

(b) (6), (b) (7)(C)

Mr. Michael Elliott, Director of Human Resources MVM, Inc. 44620 Guilford Drive, Suite 150 Ashburn, VA 20147 (11-10)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### CHARGE AGAINST LABOR ORGANIZATION **OR ITS AGENTS**

	TOTAL EXEMIT OTTE ET TOTO CO.
DO NO	T WRITE IN THIS SPACE
Case	Date Filed
05-CB-1532-15	05/29/2015

INSTRUCTIONS: File an original with NLRB Regional Dire	ector for the region in which	the alle	ged unfair l	abor practice occurred or is occurring.	
1. LABOR ORGANIZATION	OR ITS AGENTS AGAINST W	HICH C	HARGE IS	BROUGHT	
a. Name		b. Uni	b. Union Representative to contact		
United Security & Police Officers of Ameri	ca (USPOA)			Faye, Executive Director	
c. Address (street, city, state and ZIP code)	•	d. Tel		e. Cell No.	
1101 Pennsylvania Avenue, NW, Suite 600		1	-644-		
•		0390			
Washington, D.C. 20004		f. Fax		g. e-Mail	
		1	736-		
h The share record especiation(s) as its counts had //	and in and in (and	1237		is labor accetions within the magning of	
h. The above-named organization(s) or its agents has (the section 8(b), subsection(s) (list subsections) (1)(A)				e unfair labor practices within the meaning or	
affecting commerce within the meaning of the Act, or thes and the Postal Reorganization Act.	e unfair labor practices are un	fair prac	ctices affectin	ng commerce within the meaning of the Act	
2. Basis of the Charge (set forth a clear and concise stateme	ent of the facts constituting the	alleged	unfair labor j	practices)	
Within the last six months, the above-nam					
restrained and coerced the employees of			-	•	
guaranteed by Section 7 of the Act by, fail		cess	the (b) (6), (	b) (7(C) 2014 and (b) (6), (b) (7(C)	
2015 grievances of employee (b) (6), (b) (7	<b>()(C)</b> .				
Name of Employer	·	4a. Te	l. No.	b. Cell No.	
North American Security, Inc.		32	23-634-	323-517-2006	
Horar American Security, me.			911	020 017-2000	
		c. Fax		d. e-Mail	
		32	23-634-	nasinfo@nasecurityinc.com	
			111	nacimo@naccoantymo.com	
5. Location of plant involved (street, city, state and ZIP code,	)	<del></del>		er representative to contact	
1801 Beverly Blvd, Los Angeles, CA 9005	7	Ì	Gabrie	ela Valdez, HR Manager	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product of	or		of workers employed	
Security company	service			250+	
o o o o o o o o o o o o o o o o o o o	Security guard	1		200	
	services				
10. Full name of party filing charge		11 a. 1	Tel. No.	b. Cell No.	
(b) (6), (b) (7)(C)				(b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state and ZIP co	ode)	c. Fax	x No.	d. e-Mail	
(b) (6), (b) (7)(C)	·			(b) (6), (b) (7)(C)	
A DECLARATION		L	Tel. No.		
(b) (6), (b) (7)(C) TECLARATION The statements are to	ue to the best of my knowledge and	belief.	1 el. 140.		
		Ĺ			
E	Individual		Cell No.	(7)(0)	
(harge)	(title or office, if any)		(b) (6), (b)	(r)(C)	
			Fax No.		
			- 40 110		
(b) (6), (b) (7)(C)	,	,			
(**/ (**/ (**/ (**/	Date 5/"	7/1ST	e-Mail (b)	(6), (b) (7)(C)	
Address		′/′′			
WILL FUL FALSE STATEMENTS ON THIS CHARGE CAN B	E DUNISHED BY EINE AND	MDDIC	ONIMENT /II	S CODE TITLE 48 SECTION 4004)	

UNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

July 23, 2015

Mr. Assane B. Faye Executive Director United Security & Police Officers of America (USPOA) 1101 Pennsylvania Avenue, N.W., Suite 600 Washington, DC 20004

Re: United Security of Police Officers of America (North American Security, Inc.)

Case 05-CB-153245

Dear Mr. Faye:

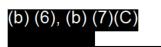
This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1s/ Charles L. Posner

Charles L. Posner Regional Director

cc:



Mr. Art Lopez North American Security, Inc. 550 E. Carson Plaza Dr., Suite 222 Carson, CA 90746

Ms. Karen Savino Human Resources Manager North American Security, Inc. 550 E Carson Plaza Dr., Ste. 222 Carson, CA 90746-7371

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE				
NATIONAL LABOR RELATIONS BOARD		Case			Date filed	
CHARGE AGAINST LABOR ORGANIZATION	ON	05-CB-154400			06/17/15	
INSTRUCTIONS: File an original of this charge with occurred or is occurring.	the NLRB R	egional Direc	tor of the region	in which the	e alleged unfair labor practice	
1. LABOR ORGANIZATIO	ON OR ITS AG	ENTS AGAINS	T WHICH CHARG	E IS BROUGI	нт	
a. Name			Union Represen			
International Union, Security, Police and Fire America, (SPFPA) Local 287	Profession	nals of	o) (6), (b) (7)(0	<b>(2)</b>	Local 287	
America, (SFFFA) Local 201						
c. Address		d	Tel. No.	e. Cell No	<u> </u>	
25510 Kelly Road		5	86-772-7250			
Roseville, MI 48088			Fax No.	g. e-Mail		
		5	86-772-9644			
<ul> <li>h. The above-named labor organization or its agents hat 8(b)(1)(A) of the National Labor Relations Act, and the Act, or are unfair practices affecting commerce with a series of the Charge (set forth a clear and concise states).</li> </ul>	hese unfair la vithin the mea	bor practices a ining of the Ac	are unfair practices t and the Postal R	s affecting co eorganization	mmerce within the meaning of n Act.	
Since about [6](6)(0)(7)(6) 2015, the above-na refusing to process the grievance of (0)(6) or in bad faith.  3. Name of Employer Coastal International Security (Ronald Reaga	), (b) (7)(C) re	egarding 600	suspension for a. Tel. No. 703-339-		or discriminatory reasons	
		ļ	0233 c. Fax No.	4d. e-Mail		
			03-339-7951		oastal-security.com	
<ol> <li>Location of Plant involved (street, city, state, and ZIP 6101 Fallard Drive Upper Marlboro, MD 2077</li> </ol>	71		Employer represe Gail Heath			
7. Type of Establishment (factory, mine, wholesaler)		oal product or	service		Number of Workers employed	
Government Building	Security		4 - T-1 N-	300		
10. Full name of party filing charge (b) (6), (b) (7)(C)			1a. Tel. No. ) (6), (b) (7)(C)		o. Cell No. (6), (b) (7)(C)	
			1c. Fax No.	110	11d e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and	I ZIP code)					
(b) (6), (b) (7)(C)						
	12. D	ECLARATION	١			
I declare that I have read the above charge ar	nd that the st	tatements the	rein are true to t	he best of m	v knowledge and helief	
(b) (6), (b) (7)(C)					No.	
	Ar	n Individual		(b) (	(6), (b) (7)(C)	
(signature of representative or person making charge) Kevin Bailey	Pri	nt/type name	and title or office, i	· !	II No. (6), (b) (7)(C)	
Address:			Data:			
(b) (6), (b) (7)(C)			Date: 6/17/2015	l La	x No.	

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

July 29, 2015

Matthew J. Clark, Esq. Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226

Re: International Union, Security, Police and

Fire Professionals of America, (SPFPA) Local 287 (Coastal International Security)

Case 05-CB-154400

Dear Mr. Clark:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1s/ Charles L. Posner

Charles L. Posner Regional Director

cc: (b) (6), (b) (7)(C)

International Union, Security, Police and Fire Professionals of America (SPFPA) Local 287 25510 Kelly Rd. Roseville, MI 48066-4932

(b) (6), (b) (7)(C)

Ms. Gail Heath Coastal International Security, Inc. 6101 Fallard Drive Upper Marlboro, MD 20772-3878

UNITED STATES OF AMERICA	DO NOT WRITE IN THIS SPACE				
NATIONAL LABOR RELATIONS BOARD	Case Date filed				
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	05-CB-155539			60 100	2015
INSTRUCTIONS: File an original of this charge with the NLRB Reoccurred or is occurring.				_	bor practice
LABOR ORGANIZATION OR ITS AG	ENTS AGA				····
a Name Security Police and Fire Professional America (SPI	FPA),	b. Union Representa (b) (6), (b) (7)(C)	ative to Conta	ct	
Local 555					
c. Address 2701 Patapsco Ave., Baltimore, MD 21230		d. Tel. No. 301-661-3439	e. Cell No.		
h. The above-named labor organization or its agents have engaged it	in and are	f. Fax No. engaging in unfair labo	g. e-Mail or practices w	ithin the meaning	g of section
8(b), (1)(A) of the National Labor Relations Act, and these unfair latter the Act, or are unfair practices affecting commerce within the mea	abor practi ning of the	ices are unfair practice Act and the Postal Re	s affecting colleorganization	mmerce within th Act.	ne meaning of
2. Basis of the Charge (set forth a clear and concise statement of the	facts con	stituting the alleged un	fair labor prac	ctices)	
r					
Since about (b) (6), (b) (7)(C) 2015 the above-named la					
by refusing to process the grievance of (b) (6), (b) described in the collective bargaining agreement					
6		,			

Name of Employer		4a. Tel. No.	4b. Cell No.
Security Walls		240-613-6946	
±:		4c. Fax No.	4d. e-Mail
			1
5. Location of Plant involved (street, city, state, and ZIP of	code)	6. Employer repres	sentative to contact
	•	Elaine Foster	
5000 Ellin Road, New Carrollton, MD 207	706	Linging ( Sale)	
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc	t or service	.9: Number of Workers employed
Federal Office Building	Security Servi	ces	40
10. Full name of party filing charge		11a. Tel. No.	-11b. Cell No.
(b) (6), (b) (7)(C) An Individual		(b) (6), (b) (7)(C)	
		11c. Fax No.	11d e-Mail
			(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and 2	ZIP code)		
(b) (6), (b) (7)(C)			
(b) (6), (b) (7)(C)	12. DECLARA	TION	
charge and	that the statements	therein are true to	the best of my knowledge and belief.
			Tel No.
By			
	(b) (6), (b) (7)	(C) An Individual	(b) (6), (b) (7)(C)
(sig	Print/type na	me and title or office,	
A (C) (L) (7)(O)		Date: /	Fax No.
(b) (6), (b) (7)(C)		1/61	12 10 May
		(1271)	S e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

August 6, 2015

(b) (6), (b) (7)(C)

International Union, Security, Police and Fire Professionals of America (SPFPA), Local 555 2701 Patapsco Avenue, Suite 107 Baltimore, MD 21230

Re: Security Police and Fire Professionals of

America (SPFPA), Local 555

(Security Walls) Case 05-CB-155539

Dear (b) (6), (b) (7)(C)

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1s/ Charles L. Posner

Charles L. Posner Regional Director

cc:

(b) (6), (b) (7)(C)

Ms. Elaine Foster Security Walls 5000 Ellin Road Lanham, MD 20706-1336

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE				
NATIONAL LABOR RELATIONS BOARD		Case			Date filed	
CHARGE AGAINST LABOR ORGANIZATION	N					
OR ITS AGENTS		05-CB-156648			07-22-2015	
INSTRUCTIONS: File an original of this charge with the	ne NLRB Re	gional Di	rector of the region	in which the	alleged unfair labor practice	
occurred or is occurring.	LOD ITC AC	ENTO AGA	INICT WALLOUIS OF INDO	E 10 BB01 101 1		
LABOR ORGANIZATION     a. Name	I OK II S AGI	ENTS AGA	b. Union Represe			
International Union Security, Police, and Fire Profes	ecionale of		Gloria Scott, Unic		ontact	
America (SPFPA), Local 555	ssionals of		Gioria Scott, Orne	ii riesidelit		
c. Address			d. Tel. No.	e. Cell No	).	
2701 West Patapsco Avenue			410-646-3120			
Baltimore, MD 21230			f. Fax No.	g. e-Mail		
			410-646-5033			
h. The above-named labor organization or its agen						
meaning of section 8(b), (1)(A) of the National La						
affecting commerce within the meaning of the Ac	ct, or are u	nfair prac	tices affecting com	merce within	the meaning of the Act and	
the Postal Reorganization Act.	a atatama	at af the f	anta namatitutina th	o allagad un	fair labor a radiaca)	
2. Basis of the Charge (set forth a clear and concis	e statemer	it of the f	acts constituting the	e alleged uni	iair iabor practices)	
Cincolor and a second DVSV DVVVV 2045, About a bout a second la		4:	.:			
Since on or about 010,000 2015, the above-named la						
and coerced employees by refusing to process the	grievance (	oi(b) (6),	(b) (7)(C)	regarding	discharge, for arbitrary or	
discriminatory reasons or in bad faith.						
3. Name of Employer			4a. Tel. No.	4b. Cell N	0.	
MVM, Inc.			(571) 223-4500	<u> </u>		
44620 Guilford Drive, Suite 150 Ashburn, VA 20147			4c. Fax No. 4d. e-Mail			
	1 71D aada)		(571) 223-4474	l andativa to	contact	
5. Location of Plant involved (street, city, state, and	i ziP code)	'	6. Employer repre			
Social Security Administration			Dario Marquez, C	hief Executiv	ve Officer	
Headquarters Complex 6401 Security Boulevard						
Baltimore, MD 21207						
7. Type of Establishment (factory, mine,	8. Princi	pal produ	ict or service	9. 1	Number of Workers	
wholesaler)	Security				ployed	
Federal Government Building	Occurry	OCI VICES		300	•	
10. Full name of party filing charge	L		11a. Tel. No.		. Cell No.	
(b) (6), (b) (7)(C)					6), (b) (7)(C)	
(b)(b),(b)(1)(b)			(b) (6), (b) (7)(C)			
			11c.Fax No.	''	e-Mail	
44 Address of mark filling above (atmost although at a	1710 -	\		(b) (	6), (b) (7)(C)	
11. Address of party filing charge (street, city, state,	and ZIP C	oae)				
(b) (6), (b) (7)(C)						
	12. DE	CLARA	TION			
I declare that I have read the above charge ar	nd that the	stateme	nts therein are tru	e to the be	st of my knowledge and	
<b>g</b>		belief.			,	
(b) (c) (b) (7) (6	<b>)</b> (b)	(6), (b) (7 ividual	(C) An	Tel	No.	
<sup>B</sup> (b) (6), (b) (7)(0	Ind	ividual				
					6), (b) (7)(C)	
(s			name and title or office, if		No.	
Address	any	/	Detc		S), (b) (7)(C)	
Address: (b) (7)(C)			Date:	Fax	INU.	
(b) (6), (b) (7)(C)			7-22-	/5 e-M	ail	
			1 82	/ > (b) (	6), (b) (7)(C)	

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, SUITE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

October 28, 2015

(b) (6), (b) (7)(C)

Re: International Union Security, Police and

Fire Professionals of America (SPFPA)

Local 555 (MVM, Inc.) Case 05-CB-156648

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that Security, Police and Fire Professionals of America (SPFPA), Local 555 has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that the International Union Security, Police and Fire Professionals of America (SPFPA), Local 555 (the Union) has violated Section 8(b)(1)(A) of the Act by restraining and coercing employees by refusing to process your grievance regarding your termination for arbitrary or discriminatory reasons, or in bad faith. The investigation failed to establish that the Union violated the Act as alleged.

A breach of the duty of fair representation occurs only when a union's conduct toward a member of its unit is arbitrary, discriminatory, or in bad faith. Vaca v. Snipes, 386 U.S. 171, 190 (1967). The Board has subsequently indicated that a union's representative duties in the early pre-arbitral stages of a grievance are not the same as the duty owed by an attorney to a client or the duty of a union to be an advocate once in arbitration. Hotel & Restaurant Employees Local 64 (HLJ Management), 278 NLRB 773,773 (1986). Indeed, a union is afforded a wide wage of discretion in performing its representational functions. In this instance, there is insufficient evidence to support your allegation that the Union acted arbitrarily, or in a discriminatory fashion. The investigation revealed that you discharged your firearm on employed by MVM, Inc. (the Employer) at the close of your shift. You were subsequently terminated by the Employer for negligent discharge of a firearm. The investigation revealed that, upon the Union's review of the video footage of the incident, the Union chose not to contest your termination because it believed the Employer's decision was warranted under the circumstances. The investigation further revealed that while the Union did not file an official grievance, it sought to mitigate your termination, advocating on your behalf with the Employer. The investigation also showed that subsequently the Employer offered to rehire you in an unarmed capacity with the same wage rate and seniority as your previous position, but that you chose to decline this position. Thus, the evidence shows that the Union's actions were based on its

International Union Security, Police and Fire - 2 - Professionals of America (SPFPA) Local 555 (MVM, Inc.)
Case 05-CB-156648

assessment of the merits of a potential grievance covering your situation, and were not based on any invidious or discriminatory consideration.

Based on the foregoing, further proceedings are not warranted, and I am refusing to issue complaint herein.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at <a href="https://www.nlrb.gov">www.nlrb.gov</a>, click on E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street, S.E., Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on November 11, 2015. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than November 10, 2015. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before November 11, 2015.** The request may be filed electronically through the *E-File Documents* link on our website <a href="www.nlrb.gov">www.nlrb.gov</a>, by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after November 11, 2015, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is

International Union Security, Police and Fire - 3 - Professionals of America (SPFPA) Local 555 (MVM, Inc.)
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successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required

by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

1s/ Charles L. Posner

Charles L. Posner Regional Director

Enclosure: Appeal Form

cc: Ms. Gloria Scott, President Security, Police and Fire Professionals of America (SPFPA), Local 555 2701 West Patapsco Avenue, Suite 107 Baltimore, MD 21230

> Gordon Gregory, Esq. Gregory, Moore, Jeakle & Brooks, P.C. International Union, SPFPA 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2822

Mr. Dario Marquez Chief Executive Officer MVM, Inc. 44620 Guilford Drive, Suite 150 Ashburn, VA 20147

Christopher McHale, Esq. MVM, Inc. 44620 Guilford Drive, Suite 150 Ashburn, VA 20147-6063

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### APPEAL FORM

Date:

To: General Counsel

Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001
Please be advised that an appeal is hereby taken to the General Counsel of the ational Labor Relations Board from the action of the Regional Director in refusing to sue a complaint on the charge in
ase Name(s).
ase No(s). (If more than one case number, include all case numbers in which appeal is ken.)
(Signature)



#### OFFICE OF THE GENERAL COUNSEL

Washington, DC 20570

December 16, 2015

(b) (6), (b) (7)(C)

Re: MVM, Inc.

Case 05-CA-159905

International Union Security, Police and Fire Professionals of America (SPFPA) Local 555 (MVM, Inc.) Case 05-CB-156648

Dear (b) (6), (b) (7)(C)

This is in response to your December 2, 2015, request seeking reconsideration of our November 17, 2015, decision. The decision sustained the Regional Director's October 27, 2015, refusals to issue complaints in the captioned cases. Initially, we apologize for inadvertently failing to acknowledge Case 05-CB-156648, which was also included in your submission. You alleged that the Employer violated the National Labor Relations Act (Act) by discharging you for activities protected by the Act and that the Union breached its duty of representation on your behalf in its handling of your grievance. After a fresh review of both cases as well as the contentions raised in your letter and supporting documents, we adhere to our original determination. Our review disclosed that neither the Employer nor the Union violated the Act.

With regard to your contentions pertaining to the Employer, the Act only protects an employee from adverse employment actions if acted in concert with other employees and the adverse action occurred because attempted to organize a union at facility, attempted to enforce provisions of a collective bargaining agreement between the employer and the union, or raised concerns about the working conditions. If an employee was not involved with other employees in these activities or the adverse action did not occur because of these activities, the employee is not protected by the Act even if the employer's action was unfair or incorrect.

In this case, the evidence did not disclose that the Employer acted for reasons violative of the Act. The decision to discipline you was based solely on the firearm incident. The objective

evidence did not disclose that any connection existed between the events leading to that discipline and any protected concerted activities in which you may have engaged. Nor did the objective evidence disclose that the Employer displayed hostility toward you because you had previously engaged in activities protected by the Act. In addition, there was no evidence that the Employer had treated other employees who engaged in similar conduct in a different manner. Although you contend that other employees were not discharged for incidents relating to their firearms, the facts of those cases were found to be distinguishable from your incident.

Our review of the evidence also did not disclose that the Union's handling of your grievance was based on unlawful considerations. Unions are afforded wide discretion under the Act in the representation of employees and the processing of grievances. No complaint may be issued based on a union's representation of an employee unless that representation was grounded on arbitrary or discriminatory considerations. An employee does not have the absolute right to have a grievance processed to arbitration. Further, the fact that an employee may disagree or be dissatisfied with the representation provided by her union by itself does not establish a violation. As noted in the Regional Director's letter, the Union decided not to file a formal grievance on your behalf after reviewing the video pertaining to the firearm incident and concluding that a grievance would not be successful. However, the Union continues to advocate on your behalf and the Employer offered you another position, which you refused.

Your contention that the Regional Office's investigation was not proper is not supported by the evidence. All parties were given the opportunity to present their evidence and position on the cases, and you accepted this opportunity. The Regional Director's decisions to dismiss the cases were based solely on the evidence presented and the relevant case law. You have contended that the investigation was improper because certain witnesses apparently were not contacted or that certain evidence was not reviewed by the Regional Office. However, Regional Offices do not have the obligation to contact witnesses who may only present duplicative evidence. You have not explained what evidence these witnesses would have presented or what evidence was not considered by the Regional Office, which would have mandated contrary results in these cases. There was also no need for the Board Agent to travel to the facility to determine whether the charges had merit. The evidence and positions presented by the parties, including you, was sufficient to determine whether the charges had merit.

Finally, you have alleged that your civil rights and right to free speech have been violated. This Agency may only decide whether unfair labor practices occurred within the meaning of the Act. If you believe that other state or federal rights have been violated, you should contact a private attorney or Legal Aid Society to determine whether those violations may have occurred.

For the above, we reject your request for reconsideration and these cases remain closed.

Sincerely,

Richard F. Griffin, Jr. General Counsel

By:

Deborah M.P. Yaffe, Director Office of Appeals

cc: CHARLES L. POSNER
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
BANK OF AMERICA CENTER,
TOWER II
100 S CHARLES ST STE 600
BALTIMORE, MD 21201

MICHAEL ELLIOT PROJECT MANAGER MVM, INC. 44620 GUILFORD DR STE 150 ASHBURN, VA 20147

DARIO MARQUEZ CHIEF EXECUTIVE OFFICER MVM, INC. 44620 GUILFORD DR STE 150 ASHBURN, VA 20147 GLORIA SCOTT, PRESIDENT SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA), LOCAL 555 2701 W PATAPSCO AVE STE 107 BALTIMORE, MD 21230

Deborch M.P. Yaff

GORDON A. GREGORY ESQ. GREGORY, MOORE, JEAKLE & BROOKS, P.C. INTERNATIONAL UNION, SPFPA 65 CADILLAC SQUARE STE 3727 DETROIT, MI 48226-2822

CHRISTOPHER MCHALE, ESQ. MVM, INC. 44620 GUILFORD DR STE 150 ASHBURN, VA 20147

vrm